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ABSTRACT

Over one thousand books and articles published between 1942 and 1973 are listed in this bibliography. These citations are concerned not only with discriminatory testing, interviewing and recruiting processes, but also with efforts on the part of employers to overcome these problems. Emphasis is placed on discrimination in the employment and ability testing of adults, rather than academic testing, although important citations of the latter, as well as the testing of children, are included. Many of the entries are annotated. A list of sources for researchers who are interested in further developments on the topic of "Discrimination in Testing" is included. (MP)

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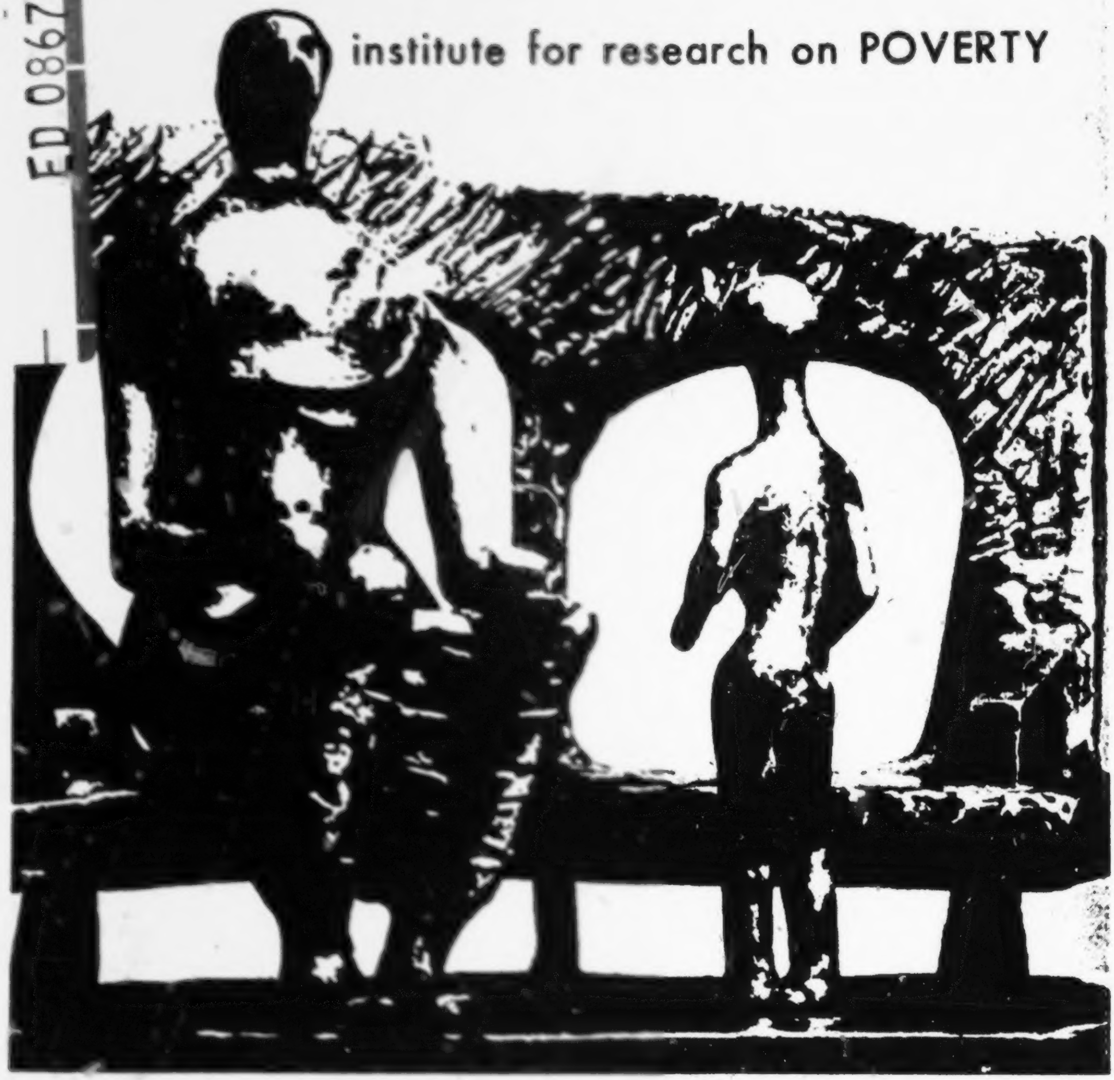

institute for research on POVERTY

DISCRIMINATION IN TESTING

bibliography

by Colin Cameron

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The University of Wisconsin — Madison

April, 1973

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with the special assistance of Rhea Rubin, Jon Bloom,
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Introduction

Ever since the much-publicized 1964 Civil Rights Act's Title VII came into being, the question of eradicating employment inequity has come to the fore. Many of the effects of minority group discrimination are subtle and complex, and much of discriminatory practice is so inherent in our system that removing its roots is an arduous problem.

A minority group job applicant comes to his position after many years of discrimination which have their beginnings in childhood. The individual is then faced, typically, with educational discrimination and discrimination in the process of employment applications before he ever arrives on the scene of his new job — where, sometimes, he may still feel at a disadvantage.

Among the many sources which researchers interested in further developments on the topic of Discrimination in Testing could check on a continuing basis in the future, or for more of the existing body of literature, are:

Readers' Guide to Periodical Literature; Public Affairs Information Service Bulletin; Social Sciences and Humanities Index; Poverty and Human Resources Abstracts; Psychological Abstracts; Dissertation Abstracts; Manpower Information Service; Employment Relations Abstracts; Labor Relations Reference Manual; Fair Employment Practice Cases (Bureau of National Affairs' Labor Relations Reporter series); Labor Arbitration Reports; Selected References (Bibliographic series published periodically by the Industrial Relations Section at Princeton University); Evaluation Comment (from UCLA's Center for the Study of Evaluation); IRCD Bulletin (from the ERIC Information Retrieval Center on the Disadvantaged published at the Horace Mann-Lincoln Institute, Columbia University); CIRF Abstracts (Geneva); and the Monthly Catalog (Supt. of Documents, U. S. Government Printing Office).

By using the above tools, we have assembled a compilation of citations which is concerned not only with discriminatory testing, interviewing and recruiting processes, but also with efforts on the part of employers to overcome these problems. We have chosen to deal primarily with discrimination in the employment and ability testing of adults, rather than academic testing, although important citations of the latter, as well as the testing of children, are included.

Part III focuses specifically on deleterious examples of testing per se. However, it must be remembered that in the practical situation, the real issue of discrimination in testing is not only in the tests themselves or the evaluation of them, but in the question of the relevance of the minority group member actually taking that particular test for ascertaining his capability to do a specific task. In Parts I and II, therefore, the background of the potentially discriminated testee, and the make-up of tests themselves, are taken up, in order to frame the issue in its proper context.

Parts IV, V, and VI discuss remedial actions and Equal Employment Opportunity, the efforts made by managers and personnel directors in employing positions to incorporate the disadvantaged and the minorities into the workforce, and related interest cites.

The emphasis of the bibliography as a whole, however, has been on attempts to ameliorate the situation of job applicants handicapped by one factor or another, who may have been initially screened out due to unfavorable test results, or incorrect apprehension of their potential.

C. C.

I — Background to the Discriminated Testee

Adams, Walter.
Academic self-image as a strong determinant of college entrance and adult prospects: relative deprivation theory applied to high school curriculum choice. *American Journal of Economics and Sociology*, April, 1970, vol. 29, pp. 199-220.

Alam, Bilquis A.
Perception of opportunity and occupational expectation: a racial comparison of rural youth. Paper presented at the Southwestern Sociological Society meetings, Dallas, Texas, April, 1968. 12 p. + footnotes.

Alexander, Clifford L., Jr.
The lawlessness of inequality. *The Progressive*, February, 1969, pp. 29-31.

"President Johnson's Council of Economic Advisers estimated that employment discrimination costs this country more than $30 billion in unrealized gross national product."

The article traces the particulars — *sans* identifying names — of the case of the southern branches of three major corporations who had schizoidal promotion schedules as well as, in one case, segregated washrooms, lunchrooms, locker rooms, and other separationist devices. However, the very hiring procedures of many corporations, by their nature, effectively screen out many minority group applicants, and it is this larger audience to whom the writer of the article, who is chairman of the U. S. Equal Employment Opportunity Commission, addresses his request for a new mentality to arise in the business community.

Anastasi, Anne, and C. Dejesus.
Language development and nonverbal IQ of Puerto Rican pre-school children in New York City. *Journal of Abnormal and Social Psychology*, vol. 48, July 1953, pp. 357-366.

Anastasi, Anne, and F. A. Cordova.
Some effects of bilingualism upon the intelligence test performance of Puerto Rican children in New York City. *Journal of Educational Psychology*, vol. 44, January, 1953, pp. 1-19.

Antonovsky, A. and M. J. Lerner.
Occupational aspirations of lower class Negro and white youth. *Social Problems*, vol. 7, Fall, 1959.

Bean, K. L.
Negro responses to verbal and non-verbal test materials. *Journal of Psychology*, vol. 13, April, 1942, pp. 343-353.

Bachman, Jerald G.
Youth in transition, vol. II: The impact of family background and intelligence on tenth-grade boys. Ann Arbor, Michigan, University of Michigan, Institute for Social Research, 1970. 289 pages. Questionnaires. Charts.

Test anxiety and the need to avoid failure, pp. 114-119.
Chapter 4: Intellectual aptitudes and abilities.
Chapter 5: Self-concept of school ability.

Becker, Theodore.
Identification of state job families for Civil Service testing. Syracuse, New York . Syracuse University, January, 1957. Unpublished master's thesis.

Billingsley, Andrew, and A. T. Billingsley.
Black families in white America. Englewood Cliffs, N. J., Prentice-Hall, 1968. 208 p. tables.

This book takes up the problem of Negroes living in primarily a white society. The problems inherent in the employment picture and the history and the future of social reorganization are emphasized.

"Blacks still trailing: American blacks became better educated, wealthier and got better jobs during the past decade." From The Christian Science Monitor, July 29, 1971, p. 3.

"...Blacks also landed more high-paying jobs in professional, clerical, and technical occupations, doubling the 1960 rate. But about two-fifths of black males remain in low-paying household, labor, and farm occupations."

Bell, David B.
The motivational and personality factors in reading retardation among two racial groups of adolescent males. Thesis, Texas Tech. University. Listed in Dissertation Abstracts International, 1970, August, vol. 31 (2-B), pp. 909-910.

Blalock, H. M., Jr.
Toward a theory of minority-group relations. New York, Wiley, 1967. 227 p.

Though blacks are highlighted in the statistical back-up material, the reader can by analogy apply the theory to other minority groups. The volume emphasizes problems of self-esteem, economic development and the struggle for jobs and rights.

Bloch, H. D.
The circle of discrimination — an economic and social study of the black men in New York. New York, New York University Pr[illegible]9 274 pp. Bib., pp. 239-268.

The historical developments in the Negro's attempts for employment along fair lines, from 1625 to 1965, including his sociological status, the role of trade unions, income comparisons, civil liberties and the official decisions, and unemployment.

Briggs, Vernon M., Jr.
"They have the power — we have the people" : the status of Equal Employment Opportunity in Houston, Texas, 1970. Washington, D. C., U. S. Government Printing Office, 1970. 103 p.

A Mexican-American explanation of failure in school, and then subsequent failure on the job.

Brimmer, Andrew F.
Economic progress of Negroes in the U. S.: The deepening schism. Remarks at the Founder's Day Convention, Tuskegee Institute, Tuskegee, Alabama, March 22, 1970. 26 p. + 7 tables.

Budd, Edward C., editor.
Inequality and poverty: an introduction to a current issue of public policy. New York, W. W. Norton & Co., Inc., 1967. 217 p.

California. State. Dept. of Industrial Relations. Division of Fair Employment Practices.
American Indians in California. San Francisco, California, November, 1965. 41 p.

This work cites primarily statistical information on Population, Education, Employment, and Income. A map illustrates the location and population size of all Indian reservations in California. In the category of Education, the various grade levels attained are delineated; the occupational breakdowns contrast American Indians, nonwhites, and whites in various major fields of work for those over 14 who are employed.

California. State. Dept. of Industrial Relations. Division of Fair Employment Practices.
Californians of Japanese, Chinese, Filipino ancestry. San Francisco, California, Division of Fair Employment Practices, June, 1965. 52 p. tables.

Tables showing breakdowns, statistically, of each minority, county-by county. Two preceding companion publications are: Negro Californians, and Californians of Spanish surname.

Chamber of Commerce of the United States.
The disadvantaged poor: education and employment. Third Report of the Task Force on Economic Growth and Opportunity. Washington, 1966. 448 p.

Although slightly outdated, this is still a good source of background information on the poverty milieu and the employment problems of the poor.

Carson, A. A., and A. I. Rabin.
Verbal comprehension and communication in Negro and white children. Journal of Educational Psychology, 1960, vol. 51, pp. 47-51.

Carson, Josephin.
Silent voices; the Southern Negro woman today. New York, Delacorte Press, 1969. 273 p.

Champagne, Joseph E., and Robert C. Prater.
Teenage employment: a study of low income youth in Houston, Texas: a study sponsored by the U. S. Dept. of Labor. Houston, Texas, University of Houston, Center for Human Resources, July, 1969. 185 p. + 3 appendices. (A: Houston Teenage Employment Study: Survey questionnaire; B: Houston Teenage Employment Study: Employer questionnaire; C: Youth Employment Programs in Houston: a summary.)

"A greater proportion of white youth find the source of their dissatisfaction in the boss himself than to Negroes, whereas a greater proportion of Negroes find their dissatisfaction in the low advancement probabilities.",

Commission on Civil Rights.
Hearing, Cleveland, Ohio, April 1-7, 1966. Washington, D. C., U. S. Government Printing Office, 1966. 888 p.

The possibilities for the urban poor of Cleveland and problems they have with equal employment opportunities.

Cook, Wendel W.
Industry attitudes about the employment of Negroes. M. S. thesis in Industrial Management. Cambridge, Mass., M. I. T., 1968. 209 p.

Cramer, Stanley H. and Malcolm J. Slakter.
A scale to assess attitudes toward aptitude testing. Measurement & Evaluation in Guidance, 1968, vol. 1 (2), pp. pp. 96-102.

Cummings, Laurie D.
The employed poor: their characteristics and occupations. Monthly Labor Review, vol. 88, July, 1965, pp. 828-884.

Davis, A.
Intelligence and cultural differences. Chicago, University of Chicago Press, 1951.

Dentler, Robert A., and Mary Ellen Warshauer.
Big city drop-outs and illiterates. New York, Columbia University, Center for Urban Education, 1965. 127 p.

The white and nonwhite dropout rates are analysed.

Deutsch, Martin.
Minority group and class status as related to social and personality factors in scholastic achievement. Ithaca, New York, Society for Applied Anthopology, 1960.

Diamond, Daniel E., and Hrach Bedrosian.
Industry hiring requirements and the employment of disadvantaged groups. New York, New York University School of Commerce, 1970. 390 p.

Includes bibliography and many sample questionnaires for representative jobs.

Dubey, Sumati N.
Powerlessness and mobility orientations among disadvantaged blacks. Public Opinion Quarterly, Summer, 1971, pp. 183-188.

Duff, Grace.
The functionally illiterate adult student in Illinois' three southernmost counties. 2nd interim report. Springfield, Illinois, State Board of Vocational Education, 1968. 86 p. (free)

Dunnaville, C. M.
Some opportunities are more equal than others. Master in Business Administration, vol. 4, April, 1970, p. 13.

How blacks become excluded from managerial posts in the South.

Esposito, Dominick.
Structure and function; a behavioral and systematic interpretation. New York, ERIC/Information Retrieval Center on the Disadvantaged, Teachers College, Columbia University, 1971. 105 p.

Farber, Bernard.
Kinship and class: a midwestern study. New York, Basic Books, Inc., 1971. 210 p.

The writer uses situations and statistics relevant to Champaign-Urbana, Illinois, as his documentation of an urban milieu which supports his study of the family relationships and ghetto sociology of the *lumpenproletariat* there. In his examination of two slum areas, one white and one black, he relates his findings to the general question of lower-class self-realization.

Farquhar, W. W. and D. A. Payne.
Factors in the academic-occupational motivations of eleventh grade under-and-over achievers. *Personnel and Guidance Journal*, vol. 42, November, 1963, pp. 245-251.

Feinstein, Otto, ed.
Ethnic groups in the city. Lexington, Mass., Heath Lexington Books — D. C. Heath and Company, 1971. 380 p.

Includes Part VI: Who makes it and who doesn't. Chapter 23 is Some groups that don't make it, pp. 315-317: The Polish Community, by Kazimierz J. Olejarczyk; and The Spanish-Speaking Community, by Gustavo Gaynett.

Ferman, Louis A.
Negroes and jobs; a book of readings. Ann Arbor, University of Michigan Press, 1968.

Flaim, Paul O.
Jobless trends in 20 large metropolitan areas. *Monthly Labor Review*, May, 1968, p. 25 +.

Flaim, Paul O.
Persons not in the labor force: who they are and why they don't work. *Monthly Labor Review*, vol. 92, July, 1969, pp. 3-14. Charts, refs., tables.

Fletcher, Linda P.
Racial employment policies of insurance companies *Best's Review*, Property/Liability insurance edition, September, 1969, vol. 70, p. 20 +.

Fogel, Walter.
The effects of low educational attainment and discrimination on the occupational status of minorities. From *The Education and Training of Racial Minorities: Proceedings of a Conference*. Madison, The University of Wisconsin, Center for Studies in Vocational and Technical Education, 1968, pp. 121-144.

Freedman, Marcia.
Poor people and the distribution of job opportunities. *Journal of Social*

Issues, vol. 26, no. 3, 1970, pp. 35-46.
Many of the recent antipoverty schemes, while they may offer short-term relief, are not going to do too much to change the very fabric of society. Because women in general suffer from a certain lack of advantage because they are hired as peripheral workers frequently, or else fill positions which cannot be made into a career, the woman who wishes to work is doubly handicapped. Most programs which deal in redistributing wealth can do only that and instead the root of the problem, the societal organization, remains unchanged. Thus the cycle continues in another form, as does poverty.

Frerichs, Allen H.
Relationship of self-esteem of the disadvantaged to school success. The Journal of Negro Education, vol. 40, no. 2, Spring, 1971, pp. 117-120.

Galvan, Robert Rogers.
Bilingualism as it relates to intelligence test scores and school achievement test scores and school achievement among culturally deprived Spanish-American children. PhD. dissertation, East Texas State University, 1967. Ann Arbor, Michigan, University Microfilms. 88 p.

Gist, Noel P. and William S. Bennett, Jr.
Aspirations of Negro and white students. Social Forces, October, 1963, vol. 42, no. 1, pp. 40-48.

Goeke, Joseph R. and Caroline S. Weymar.
Barriers to hiring the blacks. Harvard Business Review, September/October, 1969, vol. 47, pp. 144-146 +.

Goldstein, Bernard.
Low income youth in urban areas. New York, Holt, Rinehart, and Winston, 1967. 280p.

Gottlieb, David and Jay Campbell, Jr.
Winners and losers in the race for the good life: a comparison of blacks and whites. Social Science Quarterly, December, 1968, pp. 593 +.

Grebler, Leo, Joan W. Moore, Ralph C. Guzman.
The Mexican-American people. New York, The Free Press, 1970. 777 p., maps, illus. Bib., pp. 677-742.
Especially Part 3: Socioeconomic conditions: a detailed portrait.

Hamel, Harvey R.
Educational attainment of workers. Monthly Labor Review, vol. 91, no. 2, February, 1968, pp. 26-34.

Hard-core unemployed problems and attitudes.
American Vocational Journal, vol. 43, no. 8, November, 1968, pp. 30-32.
Interview with the Counseling Supervisor of the U. S. Employment Service. Presents a bleak and often frustrating picture of the real results of vocational training for some, particularly Negroes.

Harrison, Bennett.
Education and earnings in ten urban ghettos. American Economist, vol. 14, Spring, 1970, pp. 12-21. Commented on by Elizabeth Durbin. (From a thesis – PhD. – at the Univ. of Pennsylvania.)

Havinghurst, Robert J.
Minority subcultures and the law of effect. American Psychologist, vol. 25, no. 4, April, 1970, pp. 313-322.

Hennigan, Charles Taylor.
An inquiry into the oral communication patterns of eight disadvantaged pre-school Negro boys in Houston, Texas. Houston, Texas, Univ. of Houston, 1967. 269 p. Dissertation.

High, Carl Edwin.
Negro perceptions of employment opportunities. Thesis for the M. S. degree in Business Administration, Univ. of North Carolina, 1963. 53 p.

Hill, Watts, Jr.
You better be born right. Popular Government, vol. 35, April, 1969, pp. 1-4.

Hinrichs, John R.
Psychology of men at work: employment of minority groups. Twenty-first Annual Review of Psychology, 1970, pp. 541-542.

Hodge, Claire C.
The Negro job situation: has it improved? Monthly Labor Review, vol. 92, January, 1969, pp. 20-28.

This documents an idea delineated many times in the literature: that although certainly blacks have gotten into jobs which represent higher pay and esteem, there is still a disproportionate number of them in employment which can only be described as in the lower third of desireability. Illustrated with tables and charts showing changes, 1957, 1962, and 1967; and white-nonwhite comparison.

Hunt, J. McVicker.
Political and social implications of the role of experience in the development of competence. In The Challenge of incompetence and poverty: papers on the role of early education. Urbana, Illinois, Univ. of Illinois Press, 1969, pp. 112-141.

Hymer, Bennett.
The dynamics of job changing: a case study of employment conditions for black workers in the Chicago labor marekt. Chicago, Chicago Urban League, September, 1969. 41 p. tables.

Industrial Relations Research Association: the development and use of manpower – proceedings of the twentieth annual winter meeting, Washington, D. C., December 28-29, 1967. Edited by Gerald G. Somers. 404 p.

Section III: Discrimination and other obstacles to effective manpower utilization. See especially, Walter Fogel's Labor market obstacles to minority job gains, pp. 97-104, and Kirk R. Petshek's Barriers to employability of Negroes in white-collar jobs, pp. 105-111.

"...in the absence of noneconomic preferences... an adverse judgment about the probable job performance of an applicant is made from a characteristic of the applicant which is not a good predictor of his job performance." (p. 102.)

Isenberg, B.
Red man's plight. Wall Street Journal, March 9, 1970, p. 1 +.

Jackson, Jerold J.
More doors open to black job seekers. The Milwaukee Journal, July 28, 1968.

Writer describes difference in job prospects between 1963 attempts and 1968, concluding that though there are still problems, the outlook has gotten somewhat brighter.

Jacobson, Julius, editor.
The Negro and the American Labor Movement. Garden City, N. Y., Anchor Books, 1968. vi + 430 pages.

A collection of essays pertaining to the relationship of labor vis-a-vis the civil rights movement. Historical background, present issues.

Johnson, Donald Henry
Psycho-social characteristics of secondary school vocational trainees rated by their instructors as having poor worker potential. Madison, Wisconsin, The Univ. of Wisconsin, 1966. Ph.D. dissertation, Counseling and Behavioral Studies. 175 pages.

Kain, John F., editor.
Race and Poverty: the economics of discrimination. Englewood Cliffs, New Jersey, Prentice-Hall, 1969. vi + 186 pages.

Karpinos, Bernard D.
The mental qualification of American youth for military service and its relationship to educational attainment. Social Statistics section, 1966 Proceedings of the American Statistical Association, pp. 92-111.

About this publication, Eli Ginzberg and Dale L. Hiestand said, "At a minimum, the rich body of data bearing on educational exposure and achievement collected by the Armed Forces Induction Stations and by other agencies of the Dept. of Defense should be subjected to the same type of searching analysis provided by Dr. Karpinos."

Katzell, Raymond A., Robert B. Ewen, and Abraham K. Korman
The job attitudes of workers from different ethnic backgrounds. New York, New York University, June 1970. 88 p. + questionnaires, pp. 89-108. (Revised edition, December 31, 1970.)

A report of research conducted with the U. S. Dept. of Labor.

Katzman, Martin T.
Opportunity subculture and the economic performance of urban ethnic groups. American Journal of Economics and Sociology, October 1969, vol. 28, pp. 351-366.

Kelly, Tom
You don't have to be a racist to keep a black man down. VISTA, January, 1969, pp. 8-11.

Klineberg, Otto
Negro-white differences in intelligence test performance: a new look at an old problem. American Psychologist, vol. 18, 1963, pp. 198-203.

Kuttner, Robert E.
Comparative performance of disadvantaged ethnic and racial groups. Psychological Reports, vol. 27, no. 7, October 1970, p. 372.

In one nation-wide study, the American Indian children generally tested higher than the Negro children on scholastic tests. Yet, simultaneously, they, as a group, scored lower on psychological characteristics such as motivation, self-concept, and ambition.

Kuvlesky, William P., and M. F. Lever
Occupational status orientations of Negro youth: annotated abstracts of the research literature. College Station, Texas, Texas A & M University, Dept. of Agricultural Economics and Sociology, June, 1967. Technical Report No. 67-2.

Leonard, Olen E.
Changes in the Spanish-speaking labor force of Saginaw county, Michigan. State College, Miss., Mississippi State University, Social Science Research Center, September 1968. 44 pages. Report 22.

Though on one county only, the author sets out very clearly and briefly the major occupational-change problems, with a section on the migrants' education and use of Spanish and English. Succinct statistics.

Liggett, Malcolm Hugh
Employment patterns for Negro males: the decade of the fifties. Ph.D. dissertation in Economics, Cornell University. Ithaca, New York, 1966. 135 pages. (Obtainable from University Microfilms, Ann Arbor, Mich. Microfilm - $3; Xerography - $6.40.)

I. Introduction II. The Market Exclusion Hypothesis. III. Income Comparison IV. The Decade of the Fifties — the Quantitative Record. V. The Decade of the Fifties — the Qualitative Record. VI. Regional Comparisons and an evaluation of fair employment practices commissions. VII. Conclusion. Bibliography, pp. 122-127.

Lissner, Will
Jobless rate high for Puerto Ricans: 3 poverty areas here are studied by U. S. Bureau. The New York Times, September 30, 1968.

"One out of every three Puerto Rican workers living in three of the city's main poverty areas is unemployed, badly underemployed, or earning substantially less than a minimum wage, according to a study made public..."

Littig, Lawrence W.
Negro personality correlates of aspiration to traditionally open and closed occupations. Journal of Negro Education, vol. 37, no. 1, Winter, 1968, pp. 31-36.

Lyle, Jerolyn R.
Differences in the occupational standing of black workers among individuals and cities, June, 1970. Research Studies Division, Office of Research and Reports, U. S. Equal Employment Opportunity Commission. Washington, D.C., U. S. Government Printing Office, 1970. 29 p.

Mack, Raymond W., ed.
Prejudice and race relations. Chicago, Quadrangle Books, 1970. 271 p. (A New York Times Book.)
Especially Part 3: Implementing discrimination: the institutional impact of prejudice. The Job Gap, by Herman P. Miller, pp. 116-125.

Marshall, Ray.
Ethnic and economic minorities: unions' future or unrecruitable? Annals of the American Academy of Political and Social Science, vol. 350, November, 1963, pp. 63-73.

Marshall, Ray.
The Negro worker. New York, Random House, 1967.
The shape which blacks are in economically, and their problems with unions; policies regarding public employees.

Marshall, Ray.
Trends in black income and employment. The American Federationist, July, 1971, pp. 1-7.

Mason, Evelyn P.
Comparison of personality characteristics of junior high students from American Indian, Mexican, and Caucasian ethnic backgrounds. The Journal of Social Psychology, December, 1967, pp. 145-155.

Mathis, Gerald A.
The disadvantaged and the aptitude barrier. Personnel and Guidance Journal, vol. 47, no. 5, January, 1969, pp. 467-472.
The writer examines the differences between achievement and aptitude tests, and sets this against current efforts to help the poor get jobs. The General Aptitude Test Battery is used frequently by U. S. Employment Service, and this is a big barrier for some.

McGraw-Hill, Inc.
Educationally deficient adults: their education and training needs. Report for the Office of Education, U. S. Department of Health, Education, and Welfare. Washington, D. C., U. S. Government Printing Office, 1965. 60 p.

McPike, Charles M.
The Negro workers; cultural and occupational limitations. M. A. thesis in Labor and Industrial Relations, University of Illinois, 1961. 141 p.

Mendelson, Wallace.
Discrimination. Englewood Cliffs, New Jersey, Prentice-Hall, Inc., 1962. 175 p.
Covers Discrimination at the polls; Discrimination in education; Dis-

crimination in employment; Discrimination in housing; Police misconduct, and the black-belt study. Section 3 has subsections on The U. S. as employer, Vocational training, State placement services, and Discrimination in labor unions. The work is based on the five-volume report of the U. S. Commission on Civil Rights.

Miller, L. H., E. R. Duffy, and F. D. Haught.
Civil rights act of 1964. Washington, D. C , National Association of Manufacturers, Law Department, July, 1964.

Miller, Brian P.
IQ tests and minority groups. Training and Development Journal, October, 1971, pp. 26-27.

Miller, S. M. and Pamela Roby.
The future of inequality. New York, Basic Books, 1970. 272 p.

An easily-read general book about the problems confronting poor people. Appropriate statistics are brought in, usually not in dry, tabular format, but in the form of notes at the end of each chapter. The authors describe the sociology of the poor, their poverty as a function of income deficiency, the attempts to aid them in institutionalized ways. Also, their education, lack of political power, and the rather scanty distribution of amenities to this lowest-income group.

Meyers, Samuel M.
The unemployed and the underemployed: a study of applicants for laborer jobs. Washington, D. C., Bureau of Social Science Research, 1966. 46 p.; free from source.

The study of hard-core unemployed. The data provided reveal that those with education and skill have better work records than those without. The conclusion suggests that training programs available in the community are not known to hard-core unemployed persons and some efforts may be made in this direction.

Mooney, Joseph D.
Urban poverty and labor force participation. American Economic Review, vol. 57, March, 1967, pp. 104-119.

Examines numbers of the urban poor in terms of race and age from the 52 largest cities in the Standard Metropolitan Statistical Areas.

Moran, John E.
From reject to recruit. Manpower, July, 1970, pp. 8-10.

Tells the story of Clyde M. Stanley, a Negro who originally failed the Army's written test, but subsequently, through the Army intervention program, was coached so as to be able to pass it later.

Mott, Frank L.
The immigrant worker. The Annals of the American Academy of Political and Social Science, September, 1966, pp. 23-32.

Murray, Pauli.
The Negro woman's stake in the Equal Rights Amendment. Harvard Civil Rights-Civil Liberties Law Review, vol. 6, no. 2, March, 1971, pp. 253-259.

Mussen, P. H.
Differences between the TAT responses of Negro and white boys. Journal of Consulting Psychology, vol. 17, 1953, pp. 373-376.

Navarro, Eliseo, compiler.
The Chicano community: a selected bibliography foruse in social work education. New York, Council on Social Work Education, 1971. 57 p.

Articles and books, etc., are arranged alphabetically by author, with a subject code referring to such topics as Employment and Acculturation and Culture Conflict. Addresses of the Chicano Press are included.

Negro opportunities called few in county.
St. Louis Post-Dispatch, January 15, 1970.

U. S. Civil Rights Commission held a public hearing in St. Louis County which was pictured by the Commission as an example of the growing white suburbia where jobs have multiplied but Negro employment and housing opportunities have lagged.

North, David S.
Alien workers: a study of the Labor Certification Program. Washington, D. C., TransCentury Corporation, August, 1971. 198 p. Bib., pp. 195-198.

Northrop, Herbert R., and Rowan, Richard L., eds.
The Negro and employment opportunity. Ann Arbor, Michigan, University of Michigan, Bureau of Industrial Relations, 1965. 411 p.

White-nonwhite wages, discrimination by industry, laws, and aids.

Oakland, California. Civil Service Dept.
Minority employment skills survey, Port of Oakland. Oakland, California, Civil Service Dept. and the Institute for Local Self Government, 1968. 26 leaves.

Olshansky, S. and Hilma Unterberger.
Employer prejudice against the mentally retarded: fact or fancy? Journal of Rehabilitation, 1965, vol. 31 (5), pp. 23-24.

Pasamanick, Benjamin, and Hilda Knoblock.
Early language behavior in Negro children and the testing of intelligence. Journal of Abnormal and Social Psychology, vol. 50, 1955, pp. 401-402.

Petshek, Kirk R.
Negroes in the white-collar labor market: training, employment, and attitudes. Milwaukee, Wis., The Univ. of Wisconsin - Milwaukee, Industrial Relations Research Institute, 1971. 119 p.

The job search chain of events is covered here: referrals, employment agencies, etc.

Phipps, Lloyd J.
A study in communication between high school teachers of vocational agriculture and socio-economically disadvantaged youth by use of semantic differential. Abstracted in American Vocational Journal, vol. 41, no. 5, May, 1966, p. 35.

The President's Task Force on Manpower Conservation.
One-third of a nation: a report on young men found unqualified for military service. Washington, D. C., U. S. Government Printing Office, 1964.

Proctor, Samuel D.
The young Negro in America: 1960-1980. New York, Association Press, 1969? 160 p.

Compensatory measures for re-establishing the Negro's rightful place educationally and societally. The role of the National Urban League is highlighted. 1980 is chosen because by then the sit-inner of the '60's will have become a mature worker.

Puerto Rican Forum.
A study of poverty conditions in the New York Puerto Rican community. New York, Puerto Rican Forum, November, 1970, (3rd edition). 85 p.

Roberts, S. O.
The problem of cultural bias in selection: II. Ethnic background and test performance. In The Executive Study Conference: Selecting and training Negroes for managerial positions. Princeton, New Jersey, Educational Testing Service, 1965, pp. 65-76.

Rose, A. M. and C. B. Rose, editors.
Minority problems; a textbook of readings in intergroup relations. New York, Harper and Row, 1965. 438 p.

Rosen, Bernard C.
Race, ethnicity, and the achievement syndrome. American Sociological Review, vol. 24, February, 1959, pp. 47-60.

Rosen, R. A. Hudson.
The world of work through the eyes of the hard core. Personnel Administration, May-June, 1970, pp. 8-21.

Rosenthal, Jack.
"Census data show blacks still poor: but incomes of couples in north rose dramatically." New York Times, February 12, 1971, p. 1 + p. 24.

"The most striking gains were among 532,000 Northern black families with husband and wife under age 35 both present. These families now average an $8,900 annual income, 91 percent of what their white counterparts average." "But these are the most stable and promising of black families," Herman P. Miller, director of Census Population Studies, said. "For 1.5 million black families with no father present, there was no gain at all, relative to whites. Of these, 53 per cent now have income under the officially recognized poverty line of about $3,800...Nationally, there are 4,774,000 black families. Of these 3,249,000 are husband-and-wife families. The remaining 1,525,000 are households headed by women. About half of the families in each category live outside the South."

Rosenthal, Jack.
Negro migration to north found steady since '40's. New York Times, March 4, 1971, p. 1.

"The Census Bureau reported today that Southern blacks streamed north during the sixties at a rate nearly the same as the high level of the two previous decades...More than three-fourth of the 1.4 million black migrants from the South went to five large states where the soaring cost of welfare is a heated public issue... By far the largest gain was measured in New York, which gained 396,000 black migrants in the decade...

"The percentage of each region's population that is black: (1970)

Northeast .....8.9   North Central .....8.8   West....4.9   South....19.2

The numbers of black people in each region:

Northeast 4,342,137   North Central 4,571,550   West 1,694,625
South 12,064,258

"The Commerce Secretary said, "I have no doubt that higher welfare benefits in the North are a factor." But, he added under question, "I would certainly assume that greater job opportunities (in the North) would be the chief motivating factor."

Rosenthal, Robert and Lenore F. Jacobson.
Teacher expectations for the disadvantaged. Scientific American, vol. 218, no. 4, April, 1968, pp. 16, 19-23.

Ross, Arthur M., and Herbert Hill.
Employment, race, and poverty: a certicial study of the disadvantaged status of Negro workers from 1865 to 1965. New York, Harcourt, Brace & World, Inc., 1967. 598 p. (A Harbinger Book) ($3.95)

Section I (The Negro's Position in the Labor Market) includes The Negro in the Labor Market, by Arthur M. Ross; Negroes in a Changing Labor Market, by Charles C. Killingsworth; Religions, Race, and Jobs, by Vivian W. Henderson.

Section II includes The Social Effects of Negro Unemployment.

Ruda, E. and L. E. Albright.
Racial differences on selection instruments related to subsequent job performance. Personnel Psychology, vol. 21, 1968, pp. 31-41.

Takes the Wonderlic Personnel test to task: inapplicable for whites and blacks.

Schafer, Walter E. and Carol Olexa.
Tracking and opportunity. Scranton, Pennsylvania, Chandler, 1971. 98p.

Schletzer, Vera M., R. V. Dawis, G. W. England, and L. H. Lofquist.
Minnesota studies in vocational rehabilitation: XI. - Attitudinal barriers to employment. Minneapolis, University of Minnesota, Industrial Relations Center, 1971.

Schmidt, Fred H.
Spanish surnamed American employment in the Southwest: a study prepared for the Colorado Civil Rights Commission under the Equal Employment Opportunity Commission. Washington, D. C., U. S. Government Printing Office, 1970. 247 p. charts. tables.

Short essays — the border, the Indians; complete statistical tables of many representative counties in the Southwest, with total employed, and minority breakdown. Each county then is represented in 1) a chart by industry, eg. chemicals/ allied products; contract construction; educational services; transportation, etc., showing total minority participation; 2) illustration of the Mexican-American portion of this minority group.

Sheppard, Harold L. and A. Harvey Belitsky.
The job hunt: job-seeking behavior of unemployed workers in a local economy. Baltimore, Johns Hopkins Press, 1966. 270 p.

The study covered 530 unemployed people, blue and white collar, in the Erie, Pennsylvania area.

Sheppard, Harold L. and Herbert E. Striner.
Civil rights, employment, and the social status of American Negroes. Kalamazoo, Michigan, W. E. Upjohn Institute for Employment Research, 1966. 85 p. (Based on a report for the U. S. Commission for Civil Rights). tables.

A brief but complete look at the social background, with some case histories. A section on jobs. Understandable statistics.

Somers, Gerald G., ed.
The development and use of manpower: proceedings of the twentieth annual Winter meeting, Industrial RelationsResearch Association, Washington, D. C., December 28-29, 1967. 404 p.

Especially Kirk R. Petshek (Univ. of Minnesota): Barriers to employability of Negroes in white-collar jobs. pp. 105-111.
Leonard Rico: Finding jobs for the jobless, pp. 112-119.
Phyllis A. Wallace: Discrimination: a barrier to effective manpower utilization, pp. 120-126.

The Spanish speaking people of the United States: a new era.
A publication of the Cabinet Committee on Opportunities for Spanish Speaking people. (Formerly Interagency Committee on Mexican American Affairs.) Washington, D. C., 1970. 24 p. photos.

Stretch, John J.
What makes a man poor: loss of income and lack of opportunity. New Orleans, La., Social Welfare Planning Council of Metropolitan New Orleans, 1968? 11 leaves.

A Symposium: minorities and employment.
Industrial Relations, vol. 2, May, 1964, pp. 1-50.
Includes:
"The Civil Rights Movement and Employment", by Robert B. McKersie
"Changing Patterns of Negro Employment", by Allen Kifer
"Employment Problems of the Mexican-American", by Paul Bullock

Taylor, Benjamin J. and Dennis J. O'Connor.
Indian manpower resources in the southwest: a pilot study. Tempe, Arizona, Arizona State University, College of Business Administration, 1969. 374 p.

Tenopyr, Mary L.
Race and socioeconomic status as moderators in predicting machine-shop training success. Los Angeles, 1967. 17 p. Order from the author, % N. American Rockwell Corporation, Aerospace and Systems Group, 1700 E. Imperial Highway, El Segundo, California 90245.

Deductions from two research projects on whites, blacks, and Spanish-Americans. The writer concluded that blacks might be behind the eight-ball on interviews if verbal tests were dropped for 'culture-fair" ones. In adjudicating the results of training, both blacks and whites could fairly be scored on space visualization, numerical, and verbal comprehension tests.

Therow, Lester C.
Poverty and discrimination. Washington, D. C., Brookings Institution, 1969. 214 p. (Studies in Social Economics No. 5)

Thomas, Charles W.
Boys no more: a black psychologist's view of community. Beverly Hills, California, Glencoe Press, 1971. 125 p. $1.25.

Especially, Part 2, chapter 1: Boys no more: some social-psychological aspects of the new black ethic, by Charles W. Thomas, pp. 16-26.

Part 1, chapter 3: The changing image of the black American: a socio-psychological appraisal, pp. 66-78.

Tucker, Sterling.
For blacks only: black strategies for changes in America. Grand Rapids, Michigan, William B. Eerdmans Publishing Co., 1971. 211 p.

Beginning with the activities of the civil rights movement (including CORE and SNCC), the book continues with a discussion of what is and isn't black violence, the effect of the law as the black contacts it, what is both negotiable and not workable about separatism, techniques of altering the status quo, social problems and contemporary Negroes, and the necessity of planning and co-operating to attain needed change.

U. S. Civil Service Commission.
Study of minority group employment in the federal government, 1967. Washington, D. C., U. S. Civil Service Commission, 1968.

U. S. Congress. Senate.
Manpower development and training legislation, 1970: hearings before the Subcommittee on Employment, Manpower, and Poverty of the Commission on Labor and Public Welfare... on S. 2838: to establish a comprehensive manpower development.program to assist persons in overcoming obstacles to suitable employment, and for other purposes. Washington, D. C., U. S. Government Printing Office, 1970. 741 p. tables.

Includes, pp. 301-303, tables showing statistical notations for salaries of total employees and on Los Angeles ethnic distribution of county employees by salary schedule, December, 1968.

- Earnings for about 72 stepped salary ranges.
- Testimony and Statement on 'Poverty Cities' in the U. S. A., pp. 554-557.

U. S. Dept. of Labor. Manpower Administration, Bureau of Employment Security.
Federal agencies with primary civil rights responsibilities — a report summarizing the primary responsibilities of the U. S. Dept. of Labor and other Federal Agencies and organizations with specific duties under the Civil Rights Act of 1964.

Including Reassignment of civil rights functions. Reprinted from the Weekly Compilation of Presidential Documents, September 27, 1965. Washington, D. C., U. S. Government Printing Office, 1965. Unpaged.

U. S. Dept. of Labor. Manpower Administration.
Hiring standards and job performance, by Daniel E. Diamond and Hrach Bedrosian. Manpower Research Monographs, no. 18. Washington, D. C., U. S. Government Printing Office, 1970. 35 p.

U. S. Dept. of Labor. Manpower Administration.
Joblessness and poverty in urban slums: A reprint from the 1967 Manpower Report. (Pp. 73-100). Washington, D. C., U. S. Dept. of Labor, Manpower Administration.

U. S. Dept. of Labor.
Black Americans: a chartbook. Washington, D. C., U. S. Government Printing Office, 1971. 141 p.

Excellent sourcebook showing dramatic comparisons between blacks and whites, with well-drawn charts on such topics as incomes, employment, unemployment, and military service.

"U. S. Steel charges government 'demanded' racial job quotas."
The New York Times, December 15, 1970, p. 30.

"The chairman of the United States Steel Corporation accused the Justice Department today of demanding last week that the company allocate 50 per cent of all office and clerical jobs at its plant in Fairfield, Ala., to blacks hired during the next five years."

Van Den Berghe, Pierre.
Race and ethnicity. New York, Basic Books, Publishers, 1970. 320 p.

Vander Zanden, James W.
American minority relations: the sociology of race and ethnic groups. New York, The Ronald Press Co., 1966. 2nd ed. 550 p.

Part II takes up prejudice and discrimination.

Wachtel, Dawn.
The Negro and discrimination in employment. Ann Arbor, Michigan, University of Michigan — Wayne State University, Institute of Labor and Industrial Relations, 1965. 96 p. Tables. Bibliography, 16 pages.

Although an older compilation, the review of the literatureis comprehensive from the '50's and through the mid '60's. The process of the interview and the usual ensuing testing is given on pages 31-33.

Waddell, Jack O. and Watson, O. Michael, editors
The American Indian in Urban Society. Boston, Little, Brown, 1971.

Washington. State. Employment Security Dept. (Affiliated with the Manpower Administration, U. S. Dept. of Labor.)
Annual manpower planning report, 1971 – . Olympia, Washington, State Employment Security Dept., January, 1971. 44 p.
States the position of the state of Washington's Negroes regarding employment (p. 35); the Indians (p. 36); Spanish surnamed (p. 36), and examines them with reference to facts regarding their lives and educational opportunities which have a bearing on their employment. Also covered are unemployment problems relating to bias of employers, various handicaps of employees relating to such origins as racial, physical, or veteran status. (to p. 44.)

Waters, E. W.
Vocational aspirations, intelligence, problems and socioeconomic status of rural Negro high school seniors on the eastern shore of Maryland, their implications for vocational guidance. The Journal of Negro Education, Fall, 1954, vol. 23, pp. 502-505.

Watley, Donivan J.
Black and nonblack youth: characteristics and college attendance patterns. Evanston, Illinois, National Merit Scholarship Corporation, 1971, vol. 7, no. 4. tables. 50 p.
The Merit Test scores are applied to statistical breakdowns on black and nonblack students in their later college careers.

What Negro leaders want now.
U. S. News & World Report, February 24, 1969, pp. 44-46, 51.
Whitney Young, Jr., Roy Innis, Roy Wilkins, John A. Morsell (deputy director of the NAACP), Floyd McKissick, Dr. Thomas W. Matthew, and others, give their opinions as to what American blacks need and want. Rev. Ralph Abernathy, president of SCLC, believes that the war in Vietnam should be halted, the power of the industrial-military complex should be restrained, the draft should be ended, military expenditures cut, and the war-tax surcharge begun under Johnson should be applied domestically. Abernathy feels that rather than striving for the concept of black capitalism, which enrichens already well-off Negroes, financial resources and structures should be spread in such a way as to benefit the entire black community.

Williams, Lawrence K., William F. Whyte, and Charles S. Green.
Do cultural differences affect worker attitudes? Ithaca, New York, New York State School of Industrial and Labor Relations, 1966. 13 p. Reprinted from Industrial Relations, vol. 5, no. 3, May, 1966.

Winkler, R. C., and T. W. Mathews.
How employees feel about personality tests. Personnel Journal, vol. 46, September, 1967, pp. 490-492.

Zito, Robert J., and J. I. Bardon.
Negro adolescents' success and failure imagery concerning work and school. Vocational Guidance Quarterly, vol. 16, no. 3, March, 1968, pp. 181-184.

II — Tests and Testing; Interviewing

Albright, Lewis E., J. R. Glennon, and Wallace J. Smith.
The use of psychological tests in industry. Cleveland, Howard Allen, Inc., Publishers, 1963. 147 p. + appendices.

A somewhat out of date yet adequate book which does not truly delve into minorities, discrimination in testing , or cognitive dissonance due to differing backgrounds in the testor and the testee. Features such as what types of things can tests measure, statistical tools used, and explanations of some of the many kinds of tests used on jobs, are given good description. These include items such as mechanical ability, mental ability, interest, and personality inventories.

American Psychologist, Special Issue:
Testing and Public Policy. American Psychological Association, vol. 20, no. 11, November, 1965.

American Psychological Association.
Standards for Education and Psychological Tests and Manuals. Washington, American Psychological Association, 1966.

Anastasi, Anne.
Psychological testing. New York, Macmillan Co., 1968. 665 p. (3rd edition).

This analysis of existing tests aids the reader in being able to make his own evaluation of the results which they render. The last section takes up a number of ancillary background facts related to what testing is used for by society, how do personality and intelligence impinge, new insights into the giving of tests, and so on.

Anastasi, Anne.
Testing problems in perspective. Washington,D. C., American Council on Education, 1966. 671 p.

Barclay, James Ralph.
Controversial issues in testing. New York, Houghton Mifflin, 1968. Bib. pp. 87-93.

Barrett, Richard S.
Gray areas in black and white testing. *Harvard Business Review*, January-February, 1968, pp. 92-95. (Available from the Harvard Graduate School of Business Administration, Cambridge, Mass.)

Because everyone concerned wants blacks to have a fair shake, it is not thought practical to have a double standard policy. Rather, for people who may need it, test-taking lessons and warm-up tests can be used, as well as using preliminary interview procedures with them. Also, the people who interview the candidates can be cued into delving beyond mere test results and finding out quality on the basis of other things than mere cut and dried answers to specific questions.

Bartlett, C. J., and B. S. O'Leary.
A differential prediction model to moderate the effects of heterogenous groups in personnel selection and classification. *Personnel Psychology*,

vol. 22, no. 1, Spring, 1969, pp. 1-7.

Examines the interactive effects of variables such as race, color, sex, nationality, or religion on the relationship between predictor and criterion of heterogeneous groups. Because the combination of heterogeneous groups can reduce accuracy of prediction, a separate validation on all possible groups, rather than validation on one large heterogeneous group, is suggested to improve predictor utility.

Bayroff, Abram G., and Edmund F. Fuchs.

The Armed Services Vocational Aptitude Battery. Technical Research Report 1161. Arlington, Virginia, Military Selection Research Division, U. S. Army Behavior and Systems Research Laboratory, February, 1970. 40 p. tables.

Includes, among other chapter headings:

Identification of Interchangeable tests; Development of the Armed Services Vocational Aptitude Battery (ASVAB); Differences in screening and classification; Systems of the Services; Test Standardication; Intercorrelations of ASVAB tests.

Bemis, S. E.

Occupational validity of the General Aptitude Test Battery. *Journal of Applied Psychology*, vol. 52, no. 3, 1968, pp. 240-244.

Bevans, M. J.

To test or not to test. *Administrative Management*, vol. 30, May, 1969, pp. 26 +.

Testing used as procedure in personnel selection is examined pro and con.

Biloon, Sandra and Clyde D. McKee, Jr.

Pre-professionals and the theory and practice of public administration. Hartford, Connecticut, Trinity College, 1971. 238 p.

Funds were supplied by the Connecticut Research Commission for the project.

This seems to be a very well done handbook for employers on the utilization of the entry level worker. An informative section on Testing, giving not only the Connecticut picture, but a brief legal history, nationally, is on pages 34-37.

"The examination system is the part of the selection process receiving the most scrutiny because it can be such a formidable barrier to minority group members... The trend is now toward less reliance on written tests and more use of alternate selection devices, such as oral assessments, oral direction tests, work samples, and personal inventories."

Blumenfeld, W. S.

Selecting talented Negro students: nomination vs. test performance. *NMSC* Research Reports, 1969, *5*, no. 6. (National Merit Scholarship Corporation, Evanston, Illinois.)

Bradburn, Norman M.

Selecting the questions to be asked. *Monthly Labor Review*, vol. 93, no. 1, January, 1970, pp. 27-29.

Discusses the five principal obstacles for the selection of questions to be used in the testing of social psychological variables. Stresses that the experts cannot decide on either what variables are relevant to testing or their relative importance.

Brown, W. M. and R. D. Russell.
Limitations of admissions testing for the disadvantaged. *Personnel and Guidance Journal*, vol. 43, November, 1964, pp. 301-302 +.

Buros, Oscar K., ed.
The sixth mental measurements yearbook. Highland Park, New Jersey, The Gryphon Press, 1965. 1714 p.

Calia, V. F.
Vocational guidance: after the fall. *Personnel and Guidance Journal*, December, 1966, pp. 320-327.
Several factors about the worker's feeling about his work, including how testing scores are used by workers to evaluate themselves.

Campbell, J.
Testing of culturally different groups. Princeton, New Jersey, Educational Testing Service. Bulletin RB-64-34.

Carron, T. J.
Validity of tests for chemical plant personnel. *Personnel Psychology*, vol. 22, no. 3, 1969, pp. 307-312.

Chapman, James Crosby.
Trade tests; scientific measurement of trade proficiency. New York, Henry Holt & Co., 1921. ix + 435 p.

Clarke, Kenneth E.
A vocational interest test at the trade level. *Journal of Applied Psychology*, vol. 33, 1949, pp. 291-303.

Cleary, Anne T.
Test bias: prediction of grades of Negro and white students in integrated colleges. *Journal of Educational Measurement*, Winter, 1968, pp. 115-123.

Cole, Michael, and Jerome S. Bremer.
Cultural differences and inferences about psychological processes. *American Psychologist*, vol. 26, no. 10, October, 1971, pp. 867-876.
The problem with testing minority groups and classes different from upper middle class whites seems to reside more with the tester's viewpoint and apparatus than with the testees themselves. The efficacy of the power of the person being tested in his own cultural ethos is of some significance - his coping power - and this should be added into the summarization of any one individual being tested.

Cronbach, Lee Joseph.
Essentials of psychological testing. New York, Harper & Row, 1970. 752 p. 3rd edition. Bib., pp. 697-740.

Cronbach, Lee Hoseph and G. C. Gleser.
Psychological tests and personnel decisions. Urbana, Illinois, Univ. of Illinois. 2nd edition. 347 p.

Cundick, Bert P.
Measures of intelligence in Southwest Indiana students. Journal of Social Psychology, vol. 81, no. 2, 1970, pp. 151-156.

Wechsler Preschool and Primary Scale of Intelligence, WISC, Peabody Picture Vocabulary Test, and Harris-Goodenough Draw-a-man.

Cunniff, John.
Employment tests deprive business of good workers. Reporter Dispatch, vol. 52, no. 18, March 25, 1968, p. 18.

Rather than merely accept at face value completely a test score, personnel officers are being led to put more emphasis on direct interviews. It was felt that possibly minority group applicants might misconstrue the questions, geared as they were to the white middle class. Recommendations include placing more value in people, not tests, and that some employers seem to be excluding potentially useful, creative employees by putting the standards too high on test scorings. Suggestions to remedy this include using other criteria than tests to hire by; checking out the supply of work force personnel from minority groups more carefully; and working with training programs' fledgling employees to look at them, and evaluate their potential more coolly.

Curtis, Ervin W. and Edward F. Alf.
Validity, predictive efficiency, and practical significance of selection tests. Journal of Applied Psychology, August, 1969, vol. 53, pp. 327-337.

Another warning that validity coefficients cannot be accepted as measures of practical significance. The article evaluates this practice through statistical tests by exploring the functional relationship between each index of predictive efficiency and each of three measures of practical significance.

Dangers in psychological testing.
Electrical Workers' Journal. April-May, 1966, p. 59.

Davis, A., and K. Eells.
Manual for the Davis-Eells test of general intelligence on problem solving ability. Yonkers-on-the-Hudson, New York, World Book Co., 1953.

Detroit Commission on Community Relations.
Study of Detroit Police Dept. Personnel Practices. Detroit, Michigan, March 27, 1963.

Tables show white and nonwhite scores on tests.

Dhingra, O. P. and others.
Action research: selection techniques for trainee-weavers. Indiana Journal of Industrial Relations, vol. 4, no. 3, 1969, pp. 333-352.

Dicks, Robert H.
Public employment and the disadvantaged: a close, hard look at testing. Good Government, vol. 86, no. 4, Winter, 1969, pp. 1-8.

Public hiring seems to mean public testing automatically, according to the author. Problems of cultural bias, and the inapplicability of certain tests for some jobs are taken up. Also, a special remedial tutorial set-up in Syracuse to ready applicants is mentioned.

Donnay, L.
Comité National Belge de l'Organisation Scientifique - 69. L'examen psychotechnique. Brussels, National Belgian Committee of Scientific Organizations, 1969. 22 p. (Its series, Etudes et documents, no. 325.)
This conference paper discusses the significance which aptitude and psychological tests may have in the hiring procedure, and what the psychologist's role is, and how tests are classified.

Doppelt, Jerome E., and George K. Bennett.
Testing job applicants from disadvantaged groups. New York, The Psychological Corporation, May, 1967. 4 p. (Test Service Bulletin no. 57.)

Droege, R. C.
Effects of practice on aptitude scores. Journal of Applied Psychology, August, 1966, pp. 306-310.

Droege, R. C., and S. E. Bemis.
New developments in aptitude testing of the educationally deficient. American Psychologist, August, 1964, p. 521.

Dubin, Jerry A.
Effects of practice and speed on Negro and white mental ability test performances. Dissertation, Univ. of Houston. Listed in Dissertation Abstracts International, 1969, vol. 30 (1-B), pp. 367-368.

Dugan, R. D.
Current problems in test performance of job applicants: II. Personnel Psychology, 1966, vol. 19, pp. 18-24.

Dunnette, Marvin D.
Job testing and the disadvantaged. (An American Psychological Association Task Force Statement.) Washington, D. C., 1968. 47 p. Mimeographed.

Dvorak, Beatrice J., Robert C. Droege, and Joseph Seiler.
New directions in U. S. Employment Service Aptitude Test Research. Personnel and Guidance Journal, October, 1965, pp. 136-141.

Egan, D.
The use of tests in selection. Manpower Applied Psychology, vol.1, 1967, pp. 40-44.

Elsasser, Glen.
"Job-test ruling a major decision in bias law." Chicago Tribune, Sunday, March 14, 1971, p. 14, sect. 1.
In a unanimous decision written by Chief Justice Warren Burger, the Supreme Court extended and clarified Title VII of the 1964 Civil Rights Act. The court placed the burden of proof of necessity of any given requirement on the employer, and stated that the effect of any requirement,and not the intent (or lack thereof) to discriminate is what constitutes a violation of the law. "The court made it clear, however, that it was not saying that unqualified persons must be hired, or that testing is inherently bad...A government lawyer summed up the ruling this way: "Companies still have the right to be the biggest bastards in hiring as long as they don't discriminate". "

Einhorn, Hillel T. and Alan R. Bass.
Methodological considerations relevant to discrimination in employment testing. Chicago, University of Chicago, 1970. 9p. figures.

Feldman, S., and M. Weiner.
Use of a standardized reading achievement test with two levels of socioeconomic status pupils. Journal of Experimental Education, vol. 32, Spring, 1964, pp. 269-274.

Ferron, O.
The test performance of "coloured" children. Educational Research, vol. 8, no. 1, 1965, pp. 42-57.

Fincher, Cameron.
Testing and Title VII. Atlanta Economic Review, June, 1965, pp. 15-19.
The article draws the concepts of Title VII's ameliorations up against the practicality of contemporary employment techniques. Author sees it as both a good and bad ruling, one which must be handled sensitively by the director of personnel hiring.

French, Wendell L.
Psychological testing: some problems and solutions. Personnel Administration, vol. 29, no. 2, March-April, 1966, pp. 19-24.

Fowler, W. L.
Comparative analysis of pupil performance on conventional and culture-controlled mental tests. Fourteenth yearbook of the National Council on Measurements in Education. Princeton, New Jersey, 1957, pp. 8-20.

Ghiselli, E. E.
Differentiation of tests in terms of the accuracy with which they predict for a given individual. Educational Psychological Measurement, vol. 20, 1960, pp. 675-684.

Ghiselli, E. E.
A summary of the validities of occupational aptitude tests. Presented at the Western Psychological Association, 1965.

Ghiselli, Edwin Ernest.
The validity of occupational aptitude tests. New York, Wiley, 1966. 155 p.

Gillmer, Richard S.
Are you misusing intelligence tests? Personnel, vol. 41, no. 2, March-April, 1964, pp. 26-30.

Gordon, Jesse E.
Testing, counseling and supportive services for disadvantaged youth: experiences of MDTA experimental and demonstration projects for disadvantaged youth. Ann Arbor, The Univ. of Michigan - Wayne State University, Institute of Labor and Industrial Relations, 1969. 211 p.

Goslin, David A.
The search for ability: standardized testing in social perspective. New York, Russell Sage Foundation, 1963. 204 p.

Guion, Robert M.
Personnel testing. New York, McGraw-Hill, 1965. 585 p. Bib., pp. 517-550.

Guidance Testing Associates.
Interpretation of test scores: educational tests (Pruebas educativas) and Inter-American series (Serie interamericana). Austin, Texas, Guidance Testing Associates, 1971. 8 p.
Catalog of English and Spanish tests, usually of parallel content.

Hagglund, George and Duane Thompson, eds.
Psychological testing and industrial relations. Iowa City, Iowa, University of Iowa, Center for Labor and Management, November, 1969, viii + 48 p.

Hartley, J.
Observations on the training functions of a pre-test. Ind. Train. Int. , March, 1969, p. 134.

Hays, W. L.
Statistics for psychologists. New York, Holt, Rinehart, and Winston, 1969.

Herzog, Elizabeth.
Social sterotypes and social research. Journal of Social Issues, 1970, 26 (3), pp. 109-125.

Hinrichs, J. R.
Comparison of "real life" assessments of management potential with situational exercises, paper-and-pencil ability tests, and personality inventories. Journal of Applied Psychology, October, 1969, vol. 53, pp. 425-432.

Hoepfner, Ralph.
Characteristics of standardized tests as evaluation instruments. Evaluation Comment, Center for the Study of Evaluation at U. C. L. A., September, 1971, vol. 3, no. 1, pp. 1-5.
A discussion of the "MEAN" evaluation procedure, which reflects Measurement Validity, Examinee Appropriateners, Administrative Usability, and Normed Technical Excellence. Factor analysis of ratings revealed that Usability, Norm Quality, Focus, and Psychometric quality are four consistent dimensions upon which tests vary.

Hoffman, Banesh.
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Arthur Dove, a Negro sociologist, has developed this test which shows one's familiarity with the culture of the Negro lower-class iconography, in order to show that standard tests cannot really test Negroes as the tests are oriented to other sociological mores.

This test, which has been rather widely xeroxed and reprinted in various places, shows people who have grown up outside of 'soul' culture just what it is like to be truly disadvantaged on a test. Not only are the *nicknames* for the various processes utilized in it uniquely indigenous to the black culture, but unique also is the very way of regarding things: and these things are brought out in the analogies used.

The test is cleverly designed to illustrate that practically every Negro who takes a test is really at least at two removes from the cultural and intellectual threshhold being tested: lingo and orientation. Two other factors which could be added to the list of veils which unnecessarily complicate tests for Negroes are linguistic facility, and construction written in 'educated' English in itself. These problems exist because the black race relies rather more on 'body English' and movement and facial and bodily expression to make points, than do non-soul cultures.

Virtually every white person who takes the test will automatically flunk, or at least do rather badly, since the intellectual frame of reference and the cultural shock, amongst other things, is simply overwhelmingly stacked against him. Hence the things a white person is traditionally educated to be loquacious about simply do not come up on the test, and he cannot cut it.

The test covers subjects ranging from jazz, Negro heroes, and chitlings, to soul idioms and expressions which come second nature to the average black, yet which cause white people who take the test to be flabbergasted at their own apparent 'inadequacy.' The test itself — with answers — is reprinted in the article.

"Mr. Dove drew up the test in 1965 when, as an employee of the California Fair Employment Practices Commission, he served on part of a technical advisory committee on testing..." "People were failing employment and intelligence tests...not because they were stupid, but because the test was geared to middle-class white society."

The author now is a program analyst with the Federal Bureau of the Budget.

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III — Discrimination in Testing

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A class action suit filed by 8 black Federal workers at the Chicago regional office of the Dept. of Housing and Urban Development, who claimed that a key Federal Service Entrance exam, given perennially since 1883 by a law that established the Civil Service Commission and stipulated comparison-ranked tests given to the public at large, was "culturally and racially discriminatory". They asked for a ban of the test, which had already been criticized by the Equal Employment Opportunity Commission. As an example of the problems which the tests had brought about, the plaintiffs cited the situation of those who took them in 1969, that of these there was an unstated but definite lower percentage proportionately of minority members who passed. The suit also claimed that blacks in general had gotten the lowest job grade levels, in contrast to whites, who in general got upper level jobs. The suit contended that because of their background, upbringing, sociology, and education, the tests tripped up blacks, who are handicapped in discerning between subtle differences in word meaning and English usage, interpreting language arts questions more closely related to white American culture, and answering quantitative questions placed in the descriptive setting as in the Federal entrance examination." Because of the construction of the tests and their general intellectual orientation and format of phrasing and pointing of questions, the group contended that many other desireable characteristics and skills were glossed over by the tests, especially in the light of what was required by the demands of the job on the various grade levels.

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Foster, P. B.
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Hiring tests wait for the score: Myart vs. Motorola.
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"Intelligence tests measure learned performance not innate capacity."

Jensen, Ollie A.
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Job bias and the 'invisible minority'.
Manpower, October, 1970, vol. 2, pp. 25-28.

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Apprentice training programs and racial discrimination. Iowa City, Iowa, The University of Iowa, Bureau of Labor and Management, 1965.

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English literacy: legal sanction for discrimination. Notre Dame Lawyer, Fall, 1969, vol. 45, pp. 7-67.

Manpower Report of the President, including a report on manpower requirements, resources, utilization, and training. U. S. Dept. of Labor, transmitted to Congress, April, 1968.
Washington, D. C., U. S. Government Printing Office, 1968.
Barriers to employment, pp. 86-94.

Morrison, Donald R.
Written tests and the charge of cultural bias — implications for civil service agencies. Local Government Personnel Association of the Washington-Baltimore area publication no. 3. Virginia, County of Fairfax, Personnel Division, no date, 15 p.

Test by test the writer takes the question of fairness to minorities on the criterion of whether each could be biased for those with different backgrounds. He sets up some ideas about tests which by-pass cultural bias.

Peddicord, Thomas Lee.
Prejudice and discrimination against the Negro as a managerial problem. M. A. thesis. Iowa City, Iowa, University of Iowa, 1960.

Pocock, P.
Immigrants — to test or not to test. Personnel Management, November, 1969, p. 5.

Psychological tests in jobs criticized as invalid, unfair.
AFL-CIO News, April 20, 1968, p. 5.

Race Relations Reporter.
In the matter of Leon Myart and Motorola, Inc. Vanderbilt University School of Law, Winter issue, 1964, pp. 1911-1921.

Race Relations Reporter.
  Motorola, Inc. v. Illinois Fair Employment Practices Commission, et al. Summer issue, 1966, pp. 862-870.

Svetlik, B.
  Testing... fair and unfair. *Personnel Administration*, vol. 14, no. 2, 1969, pp. 37-38.

Taylor, Benjamin J. and Dennis J. O'Connor.
  Indian manpower resources in the southwest: a pilot study. Tempe, Arizona, Arizona State University, College of Business Administration, 1969. 373 p. tables.

This clearly written and exceptionally balanced work deals with the sociology, income problems, education, and employment record situations pertinent to the general topic of Indian manpower. The Fort Apache Reservation and the San Carlos Reservation are highlighted. An immense number of short, easily-read tables back up the interviewers' questions on a wide span of relevant questions with statements from the respondents.

"The first question on the Indian Manpower Resource Study questionnaire asks the respondent about his usual activity during the year prior to the survey. This question attempts to ascertain the level of employment, labor force participation, and unemployment on the basis of the respondent's recollection of his usual activity over a one-year span. Bias can enter into the response to this question due to the interpretation of the question... Another example of difference in interpreation arises from the meaning of looking for work most of the year..."

Thomas, Charles W.
  Boys no more: a black psychologist's view of community. Beverly Hills, California, Glencoe Press, 1971. 125 p.

2nd section, Chapter 2:

The misuse of a so-called psychological examination for the selection of jurors, by Charles D. and Rita M. Boags. Pp. 48-64.

Delineates investigations first looked into by virtue of the fact that few blacks served on California juries, but also goes into the problem of the mechanisms and administration of the tests used to select jurors. The authors contend that minorities and the poor are discriminated against.

Thompson, Helen.
  Atlanta's 'segregated' approach to integrated employment. *Public Personnel Review*, vol. 23, April, 1962, pp. 117-121.

Travaglio, Ray F.
  Response differences among employment applicants. *Personnel Journal*, vol. 49, no. 7, July, 1970, pp. 593-597.

Some black testees do come off badly due to a projection of a weak self-image. Then, too, interviewers seem to reward those with 'test intelligence' — i. e., savoir faire about where the interview and its format is going, and how to capitalize on this. The sex and race of the test administrator can affect the testee, too; black test administrators have a more deleterious effect than any, for all applicants, and female whites create the least damaging psychological overhang effect of all.

U. S. Dept. of Labor. Manpower Administration.
Breakthrough for disadvantaged youth. Washington, D. C , U. S. Government Printing Office, 1969. $2.

Section by Joseph Seiler:

"Volunteers Rejected for Military Service --

NCCY recruited volunteer military rejectees through cooperative arrangements with Armed Forces recruiting stations. Eligible youth were those (usually school dropouts) who failed either the Armed Forces Englistment Screening Test (EST) on the Armed Forces Qualification Test (AFQT). Generally, success on the EST is followed by success on the AFQT, the final screening device. The majority of youth in the project had failed the EST, an instrument for assessing vocabulary, mathematics, abstract reasoning, and tool recognition."

IV — Remedial Action and Equal Employment Opportunities

AEC panel bars use of unproved job tests.
AFL-CIO News, April 2, 1966, p. 2.

American Management Association.
Aptitude testing, training, and employee development, with a section on the employment of minority groups. New York, American Management Association, 1949. 23 p.

American Psychological Association Task Force on Employment Testing of Minority Groups.
Job testing and the disadvantaged. American Psychologist, vol. 24, no. 7, July, 1969, pp. 637-649.

Anastasi, Anne.
Culture-fair testing. Educational Digest, vol. 30, April, 1965, pp. 9-11.

Anderson, Betty R. and Martha P. Rogers, eds.
Personnel testing and equal employment opportunity.. Washington, D. C., Equal Employment Opportunity Commission, December, 1970. 48 p. For sale from the Superintendent of Documents, U. S. Government Printing Office.

One of the best of the recent short works on the subject, with a complete bibliography and numerous cites.

Arnstein, Sherry.
Testing the untestables. Occupational Outlook Quarterly, vol. 8, no. 3, September, 1964, pp. 21-24.

Aronson, Albert H.
The Duke Power Company case; an interpretive commentary on the U. S. Supreme Court decision, with particular reference to its implementations for governmental personnel selection practices. Chicago, Public Personnel Association, 1971. 9 p. (Public Employment Practices Bulletin no. 1.)

Ash, Philip.
Fair Employment Practices Commission experiences with psychological testing. American Psychologist, September, 1965, pp. 797-798.

A fourteen-state study concluded that caution should be used with stiff lines of demarcation when applying test scores, but that more problems arose with test applications than with tests themselves.

Ash, Philip.
The implications of the Civil Rights Act of 1964 for psychological assessment in industry. American Psychologist, August, 1966, pp. 797-803.

Psychologists' roles in handling tests are taken up, as is the Tower amendment to Title VII, plus a history of legislation and various implications of the new law.

Ash, Philip.
Race, employment tests, and equal opportunity. Journal of Intergroup

Relations, Autumn, 1966, pp. 16-26.

Barrett, Richard S.
Gray areas in black and white testing. Harvard Business Review, vol. 46, no. 1, January-February, 1968, pp. 92-95.

The author describes a host of methods for dealing with minority group employees in the personnel selection process, since mere test improvement is only part of the story. Many managers in various fields should find this to be valuable.

Bartlett, C. J. and Brian S. O'Leary.
A differential prediction model to moderate the effects of heterogeneous groups in personnel selection and classification. Personnel Psychology, vol. 22, no. 1, Spring, 1969, pp. 1-17.

Author urges tests for measuring potential, not necessarily present level. Multiple tests are needed for various minorities.

Bayroff, A. G.
Test technology and Equal Employment Opportunity. In The Industrial Psychologist: Selection and Equal Employment Opportunity: a Symposium. Personnel Psychology, Spring, 1966, pp. 1-39.

Also: F. M. Lopez and R. D. Dugan, current problems in test performance of job applicants; and R. E. Krug, Some suggested approaches for test development and measurement.

Benjamin, Hazel C., compiler.
Employment testing and Title VII: Selected References no. 141. Princeton, New Jersey, Princeton University, Industrial Relations Section, 1968. 4 p.

A short but comprehensive bibliography with excellent annotations.

Bennett, George K.
Factors affecting the value of validation studies. Personnel Psychology, Autumn, 1969, pp. 265-269.

This article is a warning to test users of the difficulty of producing validity studies which will affect selection policy in industry. It examines the factors influencing correlation coefficients and test criteria.

Bias in jobs — tighter rules in sight.
U. S. News & World Report, September 27, 1971, pp. 90-91.

Biddle, R. E. and L. M. Jacobs.
Under what circumstances can a unionized company use testing for promotion? Personnal Psychology, vol. 21, no. 2, 1968, pp. 149-177.

Black, J. M.
Act on fact. Manage, vol. 19, June-July, 1967, pp. 11-15.

The option of a company to use tests to evaluate a candidate's potential for a more difficult job, or to ascertain entrance level appropriate for him, is traced.

Breakthrough in testing job potential of disadvantaged.
Training and Development Journal, vol. 23, July, 1969, pp. 55.

Brogden, H. E. and E. K. Taylor.
The theory and classification of criteria bias. Educational and Psychological Measurement, 1950, 10, pp. 159-186.

Bureau of National Affairs.
State Fair Employment laws and their administration:texts, federal-state cooperation, prohibited acts. Washington, D. C., Bureau of National Affairs, 1964. 285 p.

California. State. Dept. of Employment. Human Relations Agency.
How the California State Employment Service helps the minority job applicant. Sacramento, California, Dept. of Employment, 1968. 19 p.

Campbell, Joel.
Testing of culturally different groups. Research Bulletin, Educational Testing Service, No. RB-64-34. Princeton, New Jersey, Educational Testing Service, June, 1964.

Cattell, R. B.
A culture free intelligence test, I. Journal of Educational Psychology, vol. 31, March, 1940, pp. 161-179.

Civil rights — educational and testing requirements — employment tests not to be given controlling force unless they are demonstrably a reasonable measure of job performance. (Griggs v. Duke Power Co., 401 U. S. 424, 1971.)
Fordham Law Review, December, 1971, vol. 40, pp. 350-360.

Civil Rights Commission.
Employment testing, guide signs, not stop signs. Prepared by Myron Kandel. Washington, D. C., U. S. Government Printing Office, 1968. 2 + 30 p. illus. Paper, 20¢.

Clements, Hubert M., Jack A. Dunccax, and Wallace M. Taylor.
Toward effective evaluation of the culturally deprived. Personnel and Guidance Journal, vol. 47, no. 9, May, 1969, pp. 891-896.

Connecticut. State. Commission on Human Rights and Opportunities.
Minority employment in state service. Hartford, Connecticut, Commission on Human Rights and Opportunities, April, 1970.
Part II: Job assignments, every occupation is listed, and statistics on 345 different jobs held by minorities in Connecticut out of 1,856 possible occupational breakdowns. The Psychiatric Aide II group, mostly female blacks, had the biggest single cluster of employed: 144 individuals.

Connecticut. State. Commission on Human Rights and Opportunities.
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on Human Rights and Opportunities, April, 1970.
Part III: Policies of state agencies. 55 p.
The 58 agencies covered — 30 departments and 28 institutions — were asked to reply to a questionnaire of about 11 items; a selected number of these responses are given. New Careers are touched on briefly in a part dealing with the Connecticut State Welfare Dept.: "No formal screening tests will be required of enrollees for the entry positions."
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Seniority and testing under fair employment laws — a general approach to objective criteria of hiring and promotion. Harvard Law Review, June 1969, pp. 1598-1679.

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The New York Times, March 9, 1971, p. 1 + 21.

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Deutsch, Martin, J. Fishman, L. Kogan, R. North, and M. Whiteman.
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I. Reliability of Differentiation.
II. Predictive Validity; includes "Culture Fair" and "Unfair" — in the Test and in Society.
III. The Validity of Test Interpretation.

Developments in the law — employment discrimination and Title VII of the Civil Rights Act of 1964. Harvard Law Review, March, 1971, vol. 84, pp. 1109-1316.
Contents: I. Permissible standards for hiring, firing and promotion. II. Sex discrimination. III. Procedure under Title VII-IV. The Executive Order Program. Appendix: Title VII and Executive Order 11264.

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Guidelines on employment testing procedures. Washington, D. C., Equal Employment Opporunity Commission, 1966.

"Designed to assist employers to conform with Title VII of the Civil Rights Act of 1964."

Ertl, John.
Measuring ability without discrimination. *The Labour Gazette*, October, 1970, pp. 698-701.

Inventor of the evoked potential method of testing "neural efficiency" (which tests the electrical activity of the brain) compares it to current IQ testing.

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Washington, D. C., 1965.

"Indicates that selection tests used by Federal contractors must be appropriately validated."

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Sacramento, California, California Fair Employment Practice Commission, Technical Advisory Committee on Testing, May, 1966.

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Guidelines for testing minority group children. Prepared by a work group of the Society for the Psychological Study of Social Issues of the American Psychological Association, October, 1963. 26 p.

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Training in Business and Industry, November, 1970, pp. 44-45.

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Use of Black English to help children fit in at school is debated here. *New York Times*, Sunday, May 16, 1971, p. L 57 U.

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The session was entitled "Black English: myth or reality."

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Assessment of disadvantaged adolescents: a different approach to research and evaluation measures. *Journal of Educational Psychology*, vol. 61, 1971, pp. 229-240.

Garfinkel, Herbert and Michael D. Cahn.
Racial-religious designations, preferential hiring and fair employment practices commissions. Labor Law Journal, June, 1969, pp. 357-372.

GATB: a progress report on improving the validity of general aptitude testing.
Employment Service Review, vol. 4, June, 1967, p. 33 +.

Gordon, Jesse E.
Testing, counseling, and supportive services for disadvantaged youth: experiences of MDTA experimental and demonstration projects for disadvantaged youths. Ann Arbor, Univ. of Michigan-Wayne State Univ., Institute of Labor and Industrial Relations, 1969. 211 p.

Green, James S.
Civil rights — Equal Employment Opportunity — employer-administered ability tests are required to be job-related under the Civil Rights Act of 1964: Griggs v. Duke Power Co. Villanova Law Review, November, 1971, pp. 147-158.

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Testing and equality of career opportunity. Civil Service News, September 3, 1969.

Harris, Chester R, and Reinald C. Heise.
Tasks, not traits - the key to better performance. Personnel, vol. 41 (3), 1964, pp. 60-64.

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Washington Post, January 20, 1970.
Virginia's new Republican governor, Linwood Holton's first official act was an order banning racial discrimination in state employment.

IAM leaders schooled to fight unfair tests.
Machinist, vol. 23, October 24, 1968, p. 5.

Iowa Institute explores use of job tests.
AFL-CIO News, vol. 3, October 5, 1968, p. 11.

Illinois. State. Fair Employment Practices Commission.
A summary report of the case of Myart v. Motorola. Chicago, Illinois State Fair Employment Practices Commission, 1964. (official text.) Daily Labor Report, no. 6, March 29, 1966. P. D-1.
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Adapting tests to the cultural setting. Occupational Psychology, vol. XXXIX, January, 1965, pp. 13-23.

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Evaluation and the disadvantaged pupil. In Teaching the culturally disadvantaged pupil, edited by J. M. Beck and R. W. Saxe. Springfield, Illinois, Charles C. Thomas, Publisher, 1965. Pp. 242-259.

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American Psychologist, vol. 24, July, 1969, pp. 649-650.

Kandel, Myron.
Employment testing: guide signs, not stop signs. U. S. Commission on Civil Rights, Clearinghouse Pub. no. 10. Washington, D. C., U. S. Government Printing Office, c. 1968. 30 p.

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Conference on Selective employment practices and equal job opportunity, sponsored by Psychodynamic Research and Associates, Inc., Dearborn, Michigan, May 28, 1965.

Ketcham, Warren A.
Testing minority group applicants. Prepared for the Univ. of Michigan's Bureau of Industrial Relations' Personnel Techniques Seminars, January 26, 1966.

Kheel, Theodore W.
Guide to fair employment practices. Englewood Cliffs, New Jersey, Prentice-Hall, 1964. 127 p.

The author, in conjunction with Dr. Jacob Seidenberg in the case studies, presents a full spectrum of information about manpower personnel composition. Legislation on the state, local, and federal levels are given, and the history of eleven national companies' experience with equal employment opportunities is traced. It was found by the writer that the companies who adopted a special, head-on policy in regard to integrated employment achieved the greatest measure of social equity the soonest.

Kirkpatrick, James J., Robert B. Ewen, Richard S. Barrett, and Raymond A. Katzell.
Testing and fair employment; fairness and validity of personnel tests for different ethnic groups. New York, New York University Press, 1968. 145 p. Bibliography, pp. 141-145.

This is one of the few books entirely on the topic. It covers five studies on tests for selection purposes, from the ethnic viewpoint. It was found that what worked for one minority group was not necessarily transferrable to another. Training apparently worked positively for all the various groups; nonverbal tests are not always helpful in making prognostications about job success; and that untried tests need to be checked out individually on each minority group for its possible negotiability.

The book is "A revision of the authors' Differential selection among applicants from different socioeconomic or ethnic backgrounds, issued in

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Krislov, Samuel
The Negro in federal employment; the quest for equal opportunity. Minneapolis, Minn., Univ. of Minnesota Press, 1967.

Krock, Arthur
Fair employment issue, decision in Illinois case involving aptitude test raises question. The New York Times, November 22, 1964, Section E, p. 9, col. 1.

Krug, Robert E.
The problem of cultural bias in selection : III. Possible solutions to the problem of cultural bias in tests, in Selecting and Training Negroes for Managerial Positions. Proceedings of the Executive Study Conference. Princeton, New Jersey, Educational Testing Service, 1965. Pp. 77-90.

Krug, Robert E.
Some suggested approaches for test development and measurement. Given at a symposium, The Industrial Psychologist, Selection and Equal Employment Opportunity, 1964 convention of the American Psychological Association, Los Angeles, California, September 4-9, 1964.

Lambert, Nadine M.
The present status of the culture fair testing movement. Psychology in the Schools, vol. 1, no. 3, July, 1964, pp. 318-330.

Lennon, R. T.
Testing and the culturally disadvantaged child. Utah Educational Review, vol. 58, March-April, 1965, pp. 18-19.

Liggett, Malcom H.
The efficacy of state fair employment practices commissions: attempts to show that state fair employment practices (FEP) commissions have made a difference in the occupational standing of Negro men relative to all other men. Industrial and Labor Relations Review, vol. 22, July, 1969, pp. 559-567.

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Lockwood, Howard C.
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Lockwood, Howard C.
Testing minority applicants for employment. Personnel Journal, vol. XLIV, July-August, 1965, pp. 356-360, 373.

Reviews the Motorola case and Title VII of the Civil Rights Act of 1964, which drew attention to the difficulty of testing minority group members. Discusses nine proposed actions toward solution of the problem.

Luthans, Fred.
Training for qualification: the Negro workers' dilemma: study indicates trained Negro average or better worker. Training and Development Journal, October, 1968, vol. 22, no. 10, pp. 3-7.

MacArthur, R. S., and W. B. Elley.
The reduction of socioeconomic bias in intelligence testing. British Journal of Educational Psychology, vol. 33, June, 1963, pp. 107-119.

Management Review, vol. LIII, April, 1964. Special feature.
Equal employment Opportunity: Company Policies and Experiences.

Marshall, Patricia.
Testing without reading. Manpower, May, 1971, vol. 3, no. 5, pp. 7-12.

To help test those without reading ability, the U. S. Training and Employment Service (USTES) of the Manpower Administration, has introduced the Nonreading Aptitude Test Battery (NATB), the questions for which are read out by the administrator, cites the U. S. Supreme Court decision on Griggs vs. Duke Power Co., in which the Court ruled that the interest and mechanical aptitude tests not only would have barred the lower half of the country's high school graduates, but failed to measure the candidate's inherent ability to learn to do a specific job or to fulfill ultimately the requirements of a certain job category. The author traces the history of adult tests since the 30's, and especially since 1963.

The NATB contains, amongst other features, sections on money involving coin matching and coin series tests, a 42-question picture word matching test, and an oral vocabulary part with 45 pairs of words to test verbal, numerical, and intelligence.

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Prospects for equal employment: confliction portents. Monthly Labor Review, vol. 88, January, 1965, pp. 650-657.

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Miller, M. L.
Critical requirements for the socioeconomically disadvantaged employed in retail jobs in Columbus, Ohio. Phd. dissertation, Ohio State University, 1970, 145 p. (Listed in Dissertation Abstracts, vol. 31, 693 A-4A, August, 1970.)

Miller, Richard B.
Civil rights and your employment practices. Personnel Journal, 1965 - Swarthmore, Pennsylvania. 39 leaves.

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Mitchell, M. D., L. E. Albright, and F. D. McMurray.
Biracial validation of selection procedures in a large Southern plant. Proceedings, 76th annual convention, American Psychological Association, 1968, pp. 575-576.

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Chapter 3, Revision of Entrance Requirements (pp. 11-14).

Section 2 - Case Studies. The one on "Seattle's Job Trainee Program" is especially relevant.

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Newcomb, M. R.
Problems, research, and recommendations in the employment testing of minority group applicants. Ann Arbor, Michigan, Univ. of Michigan- Wayne State University, Institute of Labor and Industrial Relations, 1966. 29 p.

New tests encourage industry to train the hardcore unemployed.
Modern Manufacturing, vol. 2, July, 1969, pp. 92-93.

Nicholas, Phoebe.
Issues in testing the disadvantaged. Employment Service Review, vol. 3, no. 12, December, 1966, p. 42.

Noll, V. H.
Relation of scores on Davis-Eells games to socioeconomic status, intelligence test results, and school achievement. Education and Psychological Measurement, vol. 20, Spring, 1960, pp. 119-129.

Norgren, Paul H. and Samuel E. Hill.
Toward fair employment. New York, Columbia University Press, 1964. 296 pp.

Notes: legal implications of the use of standardized ability tests in employment and education.
Columbia Law Review, vol. 68, no. 4, April, 1968, pp. 691-744.
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O'Neil, Robert M.
Preferential admission: equalizing the access of minority groups to higher education. Yale Law Review, March, 1971, vol. 80, pp. 699-767.

Palormo, Jean M.
Test validation — a new must. Personnel Administrator, November/December, 1969, vo. 14, pp. 5-6 +.

Pearson, David W.
What is valid validation? Personnel Administrator, vol. 16, no. 6, March-April, 1971, pp. 42-44.

Peskin, Dean B.
Building groundwork for affirmative action EEO program. Personnel Journal, vol. 48, no. 2, February, 1969, pp. 130-138, 143.

Powers, N. Thompson.
Federal procurement and equal employment opportunity. Law and Contemporary Problems, Spring, 1964, vol. 29, pp. 468-487.

Progress in Intergovernmental Personnel Relations: Report of the Advisory Committee on Merit System Standards.
Washington, D. C., Dept. of Health, Education, and Welfare, December, 1968. Pp. 101-104.
One quote, is:
"Requirements of formal education and experience need to be reassessed and in some cases eliminated. For positions where basic literacy is not pertinent, tests of oral directions, nonverbal tests and structured interviews will be more appropriate than written tests." — from a letter to State Personnel Directors from the Director, Office of State Merit Systems, Department of Health, Education, and Welfare.

Public Personnel Association.
Minority groups and merit system practice. Chicago, Illinois, Public

Personnel Association. Personnel Report No. 653, no date. 43 p.
Regarding the City of Berkeley's employment practices. Information about Negro firemen, who usually pass the physical agility test, and flunk the written.
There is a good bibliography, pp. 29 to 43, by Barbara J. Hudson.

Race Relations Reporter: Summer, 1966, issue.
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Employment testing and minority groups. Key Issues Series, no. 6. ILR Library Technical Report series. Ithaca, New York, Cornell University, New York State School of Industrial and Labor Relations, 1970, 30 p.

Rosen, Ned A. and Gustave Serino.
The impact of employee selection practices in three local governments on potential Black personnel. *Public Personnel Review*, July, 1971, vol. 32, no. 3, pp. 164-168.

Ross, Arthur M. and Herbert Hill.
Employment, race, and poverty. New York, Harcourt, Brace & World, Inc., 1967. 585 p.
Especially relevant is: How Management views its race relations responsibilities, by George Strauss, pp. 261-289;
and, Government and equal employment opportunity, by Samuel Krislov, pp. 337-364.

Ruling on bias in testing practices.
Labor Relations Reporter, vol. 64, no. 5, January 16, 1967, p. 31.

Rusmore, Jay T.
Tests, interviews and fair employment. *Personnel Administration*, vol. 31, no. 2, 1968, pp. 50-55.

Schnedler, Jack.
Staff integration woes — expert's view: execs are willing. *Chicago Daily* News, Monday, January 17, 1966.
"Integrating a work force isn't as easy as most companies think, according to William Karp....Most tests now being used were designed for the white man's world..."

Schwarz, Art.
Testing need not be a tyrant. *Employment Service Review*, volume 4, May 1967, pp. 37-39.

Seiler, Joseph.
Preparing the disadvantaged for tests. *Manpower*, July, 1970, pp. 24-26.
It has been evident since about 1963 that people from disadvantaged groups score badly on employment and recruiting tests, not necessarily

because they lack native ability but because they have had little formal education and test-taking expertise. Though some compensatory advances with culture-fair, culture-free, nonlanguage oriented tests have been developed to offset this factor, the fact remains that some tests — such as the Army entry test — have remained standardized, thus penalizing the uneducated, the minority citizen, and the drop-out. For this group, one of the most crucial areas in successful test-taking is language, and thus far it seems to be harder to compensate for than either the applican't fear of test-taking, or his maladroitness with test procedures themselves.

The various remedial programs by the U. S. Dept. of Labor — called the E & D (experimental and demonstration) projects — have assisted wide numbers of people throughout the country to obtain jobs, as well as to make it possible for young men 17-22 to pass the written qualification test for the Army. Usually if the applicant is especially weak (below the fifth grade literacy level), remedial education in not only reading, but also in language, writing, and general information is brought into play to orient the potential candidate towards satisfactory scores.

Society for the Psychological Study of Social Issues.
Guidelines for testing minority group children, by Joshua A. Fishman, chairman, Martin Deutsch, Leonard Kogan, Robert North, and Martin Whiteman. Journal of Social Issues, vol. 20, no. 2, April, 1964, pp. 127-145.

Spater, George A.
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There is a special section on Graduate Study.

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II — Tests and Testing

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Brief but telling statistics on the rate of retardation for Negro schoolchildren, for arithmetic, reading skills, and word knowledte as well as general intelligence.

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Work of Sherman and co-workers in early 30's cited regarding apathy and intelligence.

The chapter is like a bibliographic essay in that it brings the various important studies of the past 40 years into play in miniature form. From the nineteen sixties are thoughts in the role of cultural disadvantagement and the consequent effect I. Q. testing and "intelligence levels" as studied by people like Martin Deutsch, Lipton, Machler and Giddings, and Benjamin Bloom.

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Eisenberg, Leon
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Ethical forum: I. Q. and race.
The Humanist, vol. 32, no. 1, January-February, 1972 - entire issue.

Three major experimentors expound on the reasons not to use tests, while four other experts give reasons why testing is acceptable. Jerome Kagan, H. J. Eysenck, and Kenneth E. Clark are among those who take sides.

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The American College Test (ACT) tested three ways. The Personnel and Guidance Journal, vol. 43, May 1965, pp. 904-909.

Furcon, John
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Goslin, David A.
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Section V: Testing in Business and Industry, Government and the Military. Pp. 95-120.

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Nelson, Paul D.
Personnel performance prediction. In Handbook of Military Institutions, edited by Roger W. Little. Beverly Hills, Calif., Sage Publication, 1971. Pages 91-121.

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An Analysis of Summer Youth Demonstration Programs. Washington, D. C., U. S. Department of Labor, Office of Manpower Policy, December 1966. 145 pages.

A survey of thirteen cities which had summer programs that catered primarily to the non-disadvantaged. The tests which were given seemed to be met with rejection by the enrollees; however, guidance procedures seemed good.

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Is employment testing a thing of the past? Personnel Journal, March 1972, pp. 170-172.

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Uptight about civil service tests? Harrisburg, Pa., Pa. Civil Service Commission, 1971. 1 volume.

A little manual to help people, especially those without a high school diploma, get ready for tests without anxiety.

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What's the IQ of the IQ test? American Education, vol. 5, no. 9, November 1969, pp. 2-4.

Discusses the historical background of testing, beginning in the early 1900's and substantiating present-day use of tests. The Educational Testing Service people with their vested interests in perpetuating the pass-out printed tests philosophy are quoted, and naturally come through with the usual justifications for tests and more tests for their profit. The author does the culture-fair route up brown, too, by citing various testing supervisors' views on the hang-ups in trying to create an entirely culture-fair testing device.

The author concludes, "Perhaps the best answer to test abuse lies in better teacher training in pupil evaluation."

Psychology Today
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Rees, Joseph S.
Some work-related cultural deprivations of lower-class Negro youths. Reprinted from Journal of Marriage and the Family, November 1964, pp. 447-449.

Roberts, Harold S.
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Rock, D. A., Campbell, J. T., Evans, F. R.
Prediction of job performance for Negro and white medical technicians: aptitude and rating factors. Princeton, New Jersey, Educational Testing Service, October 1970. 29 pages.

Rosen, Howard
Guidance counselor — a new activist role. Reprinted from The Occupational Outlook Quarterly, Fall, 1970 (vol. 14, no. 3) Part 3 = Aptitude or other selection tests.

Rosenthal, Robert and Lenore Jacobsen
The Oak School Experiment. Chapter in "Pygmalion in the Classroom." New York, Holt, Rinehart and Winston, Inc., 1968: pp. 61-71.

Describes the test erected to disprove the validity of certain psychological "sets" on the part of teachers who then passed on these attitudes. The students chosen to have praise lavished on them, and who the teachers were told were the most promising academically (because they allegedly scored high on the "Harvard Test on Inflected Acquisition"), thrived and did well grade-wise by these teachers at the end of the year. This was merely because the teachers thought they sere superior due to the phoney imprimatur of excellence given by the ability test, and thus treated them that way. It had nothing to do with their actual aptitude in fact.

Also, the chapter on "The Disadvantaged Child." (pp. 47-60.)

The IQ tests color the teachers' thinking regarding their charges' potentials. Ultimately, these same bugaboo scores track down individual studentsalater, due to the teachers' influence and attitudes which, on the part of the student, results in lowered self-esteem, and sometimes even lower scores than ever on tests, due to apathy and helplessness. It is illuminating on the subject of the havoc which IQ scores can bring to the lives and outlooks of students.

Rulon, P. J. and W. D. Brooks
On statistical tests of group differences. In Handbook of Measurement and Assessment in Behavioral Sciences, edited by Dean K. Whithla. London, Addison-Wesley, 1968.

Rusmore, Jay T.
Psychological tests and fair employment, a study of employment testing in the San Francisco Bay area. Sacramaneto, State of California Fair Employment Practices Commission, January 1967. 58 pages. (Another version, dated for Wayne State Univ., June 28, 1966 is a mimeo 65 pages.)

Schwarz, Paul A., and Robert E. Krug
Ability testing in developing countries: a handbook of principles and techniques. New York, Praeger Publishers, 1972. xviii + 244 pages. Tables. Figures. [Praeger Special Studies in International Economics and Development.]

There are 28 figures showing many sample items from tests. The problems of standardization, test constructors' viewpoint, adaptation, and test administration deportment are taken up.

Selig, Ernst S.
Confidence testing comes of age. Training and Development Journal, vol. 26, no. 7, July 1972, pp. 18-22.

Sharp, Evelyn
The IQ cult. New York, Coward, McCann & Geoghegan, 1972. 154 pages. ($5.95.)

An easily-read, short and somewhat popularized account of the history and the development of intelligence tests. The testing of minority groups is discussed on pages 88-90. A few tests of different nature are reproduced. The author discloses how various types of questions may be interpreted variously, thus making for scores which may not accurately reflect the taker's true ability.

Chapter 5: Use of Group Tests in School and Industry. Pages 80-98.

Testing of English as a Foreign Language (TOEFL) - adopted by CEEB and ETS; Transfer occurs July 1 [1965].
Bulletin on International Education, May-June 1965, pp. 1-3.

This 270 item exam is given three times yearly internationally. The College Entrance Examination and Educational Testing Service are the co-administrators.

Thumin, F., Goldman, S.
Comparative test performance of Negro and white applicants. *Journal of Clinical Psychology*, vol. 24, no. 4, 1968. Pp. 455-457.

Toole, David L., Gavin, James F., Murdy, Lee B., and Solls, Saul B.
The differential validity of personality, personal history, and aptitude data for minority and nonminority employees. *Personnel Psychology*, Winter 1972, pp. 661-672.

U. S. Civil Service Commission, Standards Division, Test Development Section.
Interrelationships of several types of verbal tests. Washington, D. C., U. S. Civil Service Commission, 1955. 40 pages. (Assembled Test Technical Series no. 24.)

U. S. Dept. of Health, Education and Welfare. National Institute of Education.
A readiness test for disadvantaged preschool children. Washington, D. C., U. S. Government Printing Office. Date? (PREP Reports = Putting Research into Educational Practice.)

U. S. Dept. of Health, Education, and Welfare. Public Health Service.
School achievement of children by demographic and socioeconomic factors. Rockville, Md., National Center for Health Statistics, 1971. 88 pages.

U. S. Dept. of Labor
Development of United States training and employment-service aptitude test battery for welder, production line. U. S. Training and Employment Service, Nov., 1969. N. P.

U. S. Dept. of Labor
Validation of employment tests by contractors and subcontractors subject to the provisions of executive order 11246. *Federal Register*, vol. 33, no. 186, September 24, 1968, Part II. N. P.

U. S. Dept. of Labor. Manpower Administration
Methodology, Test Development Guide - Volume I.
Derivation of norms and illustrative experimental designs, Test development guide.
Washington, D. C., U. S. Government Printing Office. Vol. I: Nov. 1967; Vol. II: 1969. Various pagings, in both volumes.

The set of two gives a wide number of facsimiles of sample tests. Many graphs and tables. Comprehensive bibliographies on many phases of testing, though not specifically on discrimination. Certain of the test questionnaires ask applicants to identify which minority group they are a member.

U. S. Department of the Navy.
Validity of the officer qualification test for minority group applicants to Officer Candidate School. Final report, by P. P. Foley, Naval Personnel Research and Development Laboratory. Springfield, Va., National Technical Information Service, 1971. 43 pages.

U. S. District Court. District of Columbia.
Douglas V. Hampton - Memorandum opinion, February 17, 1972. Washington, D. C., U. S. District Court, 1972. 1 volume.

The Court reached the decision that the Federal Service Entrance Examination was legally acceptable insofar as it accurately measured what skills and potential abilities it purported to be able to assess.

Walker, Wanda
A readiness test for disadvantaged preschool children. U. S. Dept. of Health, Education, and Welfare. Office of Education, 1972. Washington, D. C., U. S. Government Printing Office, 1972. 35 pages. Tables.

Many samples of the test itself, with accompanying dialogue for the teacher to ask. This is given in French and Spanish in addition to English. The use and administration of the test is made clear.

Walston, Elaine, Cleary, T. Anne, and Clifford, Margaret M.
Effect of race and sex on college administration. Madison, Wis., The Univ. of Wisconsin, Institute for Research on Poverty, 1970. 12 pages. Tables. Figures.

Wechsler, David
The I. Q. is an intelligent test. The New York Times Magazine, June 26, 1966, pp. 12-13, 63-66.

Arguments on behalf of putting back into use the old intelligence tests in the New York City schools.

Weinstein, Burton
The problem of job placement. In Employment and Educational Services in the Mobilization for Youth Experience, edited by Harold H. Weissman. New York, Association Press, 1969, pp. 99-109.

Wesman, A. G.
Intelligent testing. American Psychologist, vol. 23, 1968, pp. 267-274.

Willie, Charles V., and Arline Sakuma Mc Cord.
Black Students at White Colleges. New York, Praeger, 1972.

Chapter 7: Tests and "relevance." Pp. 17-185. The author takes pains to deny that tests are at fault in the testing of minorities; it is in the application of test results that trouble starts.

Wisconsin. University. Counseling Center.
Use of psychological tests in an administrative staff improvement program, edited by Richard W. Johnson and Stewart D. North. Madison, Wis., The Univ. of Wis., 1969. Reprinted by LEASCO Information Products, 1969. 18 pages.

II (B) - Interviewing

Asher, James J.
The biographical item: can it be improved? Personnel Psychology, vol. 25, no. 2. Summer 1972, pp. 251-269.

Austin, David
Is the interview an analog? Personnel Administration, January-February 1972, pp. 13-15.

Baehr, Melany E., and Burns, Frances M.
The use of validated personal background in data in selection and placement interviews. Chicago, Univ. of Chicago, Industrial Relations Center, 1971? 14 pages.

Baker, D. K.
Correlates of effective interviewing. Personnel Journal, vol. 48, November 1969, pp. 902-906.

Balinsky, Benjamin, and Burger, Ruth
The executive interview: a bridge to people. New York, Harper & Bros., 1959. 209 pages. $4.00.

Banks, George P.
The effects of race on one-to-one helping interviews. Social Service Review, June 1971, vol. 45, pp. 137-146.

Barocas, Ralph, and Vance, Forrest L.
Interpersonal performance and placement interview decisions. The Journal of Social Psychology, February 1972, pp. 23-28.

Bradburn, Norman M.
Selecting the questions to be asked in surveys. Monthly Labor Review, vol. 93, no. 1, January 1970, pp. 27-29.

Buros, Oscar Krisen, ed.
Personality tests and review; including an index to the Mental Measurements Yearbooks [first to sixty, 1938-1965]. Highland Park, New Jersey, Gryphon Press, 1970. 1659 pages. ($35)

Butcher, Harold John
Human intelligence: its nature and assessment. London, Methuen, 1968. 343 pages. (Methuen's manuals of modern psychology.)

Bylund, H. Bruce
Social, Cultural and Educational Factors Associated with Relative Vocational Success of Navajo High School Graduates. Washington, D. C., U. S. Dept. of Labor, Manpower Administration, January 1970. 41 pages +.

Results of a follow-up of 117 Navajo graduates; about one-third responded. Their difficulties in interviewing were clear; at least three aspects of this emerged: language problems, inability with open-ended questions, and difficulty in writing out the blanks on a questionnaire.

Carlson, Robert E., and Maryfield, Eugene C.
Evaluating interview and employment application data. *Personnel Psychology*, vol. 20, no. 4, Winter 1967, pp. 441-460.

Clarke, Walter V.
A new look at the hiring procedure. *Personnel Journal*, vol. 51, no. 6, June 1972, pp. 428-430, 454.
Includes interviewing.

Diamond, Daniel E., and Bedrosian, Hrach
Industry hiring requirements and the employment of disadvantaged groups. New York, New York University School of Commerce, 1970. 390 pages. Obtainable from the U. S. Department of Labor, Washington, D. C.

Farr, James L., O'Leary, Brian S., and Bartlett, C. J.
Ethnic group membership as a moderator of the prediction of job performance. *Personnel Psychology*, Winter 1971, pp. 609-636.

Fenlason, Anne F.
Essentials in interviewing. New York, Harper & Row, 1962. 373 pages. Revised edition. $5.

Fleiss, Joseph L.
Estimating the reliability of interview data. *Psychometrika*, June 1970, pp. 143-162.

Graber, R. K.
What it takes to conduct a successful interview. *Supervisory Management*, vol. 15, November 1970, pp. 11-13.

Green, James A.
Attitudinal and situational determinants of intended behavior towards Blacks. *Journal of Personality and Social Psychology*, April 1972, pp. 13-17.

Grimshaw, Allen D.
Some problematic aspects of communication in cross racial research in the United States. *Sociological Focus on Language and Conduct*, vol. 3, no. 2, Winter 1969-1970, pp. 67-85.

Gross, Edward
Counseling special populations. *Employment Service Review*, vol. 5, no. 1 and 2, January-February, 1968, pp. 14-19 +.

Grove, Gene
When a "No. 2" applies for a job. *New York Times Magazine*, September 19, 1965, p. 34.

Haase, William
The role of socioeconomic class in examiner bias. *In* Mental Health of the Poor, edited by Frank Riessman, Jerome Cohen, and Arthur Pearl. New York, The Free Press of Glencoe, 1964. Pages 241-248.

Hakel, Milton D., and Schuh, Allen J.
Job applicant attributes judged important across seven diverse occupations. Personnel Psychology, Spring 1971, vol. 24, pp. 45-52.

Hamilton, G. S., and Roessner, J. D.
How employers screen disadvantaged job applicants. Monthly Labor Review, September 1972, pp. 14-21.

Hoppock, Robert
How to get the job candidate to talk about himself. Personnel Administration, vol. 23, no. 3, May-June 1960, pp. 51,64.

Industrial Relations News.
Interviewing minority-group applicants. Industrial Relations News, September 1968, n. p.

Kadushin, Alfred
The racial factor in the interview. Social Work, vol. 17, no. 3, May 1972, pp. 88-98.

Kahn, Robert L., and Cannell, Charles F.
The Dynamics of Interviewing. New York, John Wiley & Sons, Inc., 1957. 368 pages. $6.50.

Keefe, John E.
Filling in the blanks. Occupational Outlook Quarterly, vol. 15, no. 14, Winter 1971. Pages 27-30.

How to present the most complete and compelling picture in the job applications.

Ledvinka, James David
Race of employment interviewer and the language elaboration of black jobseekers. Ann Arbor, Mich., The Univ. of Michigan, 1969. 137 pages. Obtainable from University Microfilms, Ann Arbor, Mich. 48106.

Problems blacks have; their anxiety in facing white interviewers.

Maier, Norman R. F.
The appraisal interview: objectives, methods and skills. New York, John Wiley & Sons, Inc., 1958. 246 pages. $4.95.

Management Review.
Interviewing minority-group applicants. Management Review, vol. 58, no. 1, January 1969, pp. 34-38.

Mandell, Milton M.
The Selection Process: choosing the right man for the job. New York, American Management Association, 1964. 512 pages. $15.00.

Marien, Michael
Beyond credentialism: the future of social selection. Social Policy, vol. 2, no. 3, September/October 1971, pp. 14-21.

Mayer, D. R.
Point of intimacy in employee interviewing. Journal of Systems Management, vol. 20, September 1969, pp. 40-41.

Mindlin, A.
The designation of race or color on forms. Public Administration Review, June 1966, pp. 110-118.

Mutuality: redefining client and counselor.
Personnel and Guidance Journal, vol. 50, no. 9, May 1972, entire issue.

There is a section by Henrietta Tolson entitled, Counseling the "disadvantaged."

Palacios, M. H., and others
Predictive validity of the interview. Journal of Applied Psychology, February 1966, pp. 67-72. Bibliography.

Peskin, Dean B.
Human Behavior and Employment Interviewing. New York, American Management Association, 1971. 250 pages.

Rose, Harriett A.
The effect of the preadmission interview on students of doubtful academic ability. College and University, Fall 1965, pp. 80-83.

Schmalzried, Beverly Lynn
The relationship of anxiety to the educational and vocational aspirations of lower-class adolescent males. Tallahassee, Florida, The Florida State University, 1967. 114 pages. Ph.D. dissertation. Obtainable from University Microfilms, Ann Arbor, Michigan.

Shaw, Edward A.
Commonality of applicant steroetypes among recruiters. Personnel Psychology, Autumn 1972, pp. 421-432.

Smith, Leland
Significant differences between high-ability achieving and nonachieving college freshmen as revealed by interview data. Journal of Educational Research, September 1965, pp. 10-12.

Strauss, A., and Schatzman, L.
Cross-class interviewing: an analysis of interaction and communicative styles. Human Organization, vol. 14, 1955, pp. 28-31.

Survey Research Center. (Univ. of Michigan, Ann Arbor, Michigan.)
A Study of Interviewer-Respondent Interaction in the Urban Employment Survey. Ann Arbor, Michigan, The Univ. of Michigan, 1969. 93 pages plus other sections. Obtainable from: U. S. Dept. of Labor, Manpower Administration, Washington, D. C. 20210.

Some precise and pertinent observations came out of a number of interviews with employmed men, blacks and whites who were from 18 to 34 in one group and 35 to 64 in another. The interviewer was a white woman from the middle class.

Taylor, V. C.
You just can't get through to whitey. Public Personnel Review, vol. 30, no. 4, October 1969, pp. 199-204.

Travalgio, Ray F.
Response differences among employment applicants. Personnel Journal, vol. 49, no. 7, July 1970, pp. 593-597.

An interesting article which brings up the aspect of test-taking which amounts to test-taking sophistication, or test talent. It was found that blacks who had this talent were helped considerably in presenting themselves favorably in an interview; in addition, the ability to think of oneself in a good light is important and when this comes across, it aids an interviewer be persuaded that the applicant is better than average. Another reason which puts interviewers off pertains to the amount of introjection which the applicant puts into the interview – that is, how much does he warm up to the subject of the employment and the middle-class, primarily white, work setting.

U. S. Civil Service Commission.
Employment practices – selection, placement, and promotion [bibliography]. Washington, D. C., U. S. Civil Service Commission, August 1966. 56 pages. (Personnel Bibliography series number 20.)

Testing is seen as an adjunct to promotion. One section is of particular interest, "Evaluation and Research in the Selection Process." Some rather interesting supplementary ways of selecting are bibliographically outlined, and some unusual material about how to reveal suitable candidacy is covered. The citations generally date from the 50's and early 60's.

U. S. Dept. of Labor
An interviewer discusses the first hurdle. Manpower, vol. 2, no. 3, March 1970, pp. 26-29.

U. S. Dept. of Labor. Manpower Administration.
Hiring standards and job performance. Washington, D. C., U. S. Dept. of Labor, 1970. 35 pages.

Young, R. A.
Interviewing minority-group applicants: don't go by the book. Supervisory Management, vol. 14, no. 12, December 1969, pp. 2-6.

Zelan, Joseph
Interviewing the aged. Public Opinion Quarterly, vol. 33, no. 3, Fall 1969, pp. 420-424.

III – Discrimination in Testing

Arvey, Richard D., and Mussio, Stephen J.
Test discrimination, job performance and age. Industrial Gerontology – Studies on Problems of Work and Age, Winter 1973. Pp. 22-29. Diagrams.

Baratz, Stephen S.
The unique culture of the ghetto. The Center Magazine, July 1969, p. 28.

"...standardized...tests reveal nothing about the knowledge and aptitudes of blacks within their own cultural world and their potential or desire for being absorbed into the mainstream."

Berg, Ivar
Rich man's qualifications for poor man's jobs. Trans-Action, vol. 6, no. 5, March 1969, pp. 45-51.

Bias in personnel test.
Search, November-December 1971, pp. 6-7.

Robert Sadacca, at the Urban Institute, discovered that black candidates were winnowed out rather grievously from the Federal Service Entrance Exam, which is given each year to about 100,000 candidates for junior executive-level type jobs in government.

Brooks, Thomas R.
New squeeze on construction. The New Leader, August 29, 1966, vol. 49, no. 17, pp. 6-11.

Campbell, J. T., Pike, L. W., and Flaugher, R. L.
Prediction of job performance for Negro and white medical technicians: a regression analysis of potential test bias predicting job knowledge scores from an aptitude battery. Princeton, New Jersey, Educational Testing Service, April 1969. 13 pages.

Chauncey, H., and Hilton, T. L.
Are aptitude tests valid for the highly able? Science, 148 (June 4), pp. 1297-1304.

Amongst quite superior students, some tests may be rather unsuccessfully used as analytical vocational-guidance instruments. This is because some aptitude tests do not really show fine-line variations among the relatively top echelons of ability: they are only designed to be given to a much broader range of students ranging from dull to highly superior. If they are given to the top groups, some students who are in fact really very intelligent may not come off too well according to the "blunt" test.

Chomsky, Noam
I. Q. tests: building blocks for the new class system. Ramparts, July 1972, pp. 24-30.

Richard Herrnstein and Arthur R. Jensen are discussed.

Crossland, Fred E.
Minority access to college. With a foreword by James E. Cheek. New York, Schocken Books, 1971. 139 pages. Tables.

In the third section, entitled Barriers to Higher Education, subsection one is:

The Test Barrier and the Barrier of Poor Preparation. (pages 55-61.) In a very short chapter, the author covers much territory. It appears that minority students usually score one Standard deviation below the mean of the remaining population. There is a revealing table which shows how this ratio would work for 1, 2, and 3 standard deviations for 10,000 18-year olds, of which 1,500 would be of the four major minority groups.

Page 61: "Psychometricians point out that their tests are no more responsible for inequitable distribution than is the thermometer responsible for fluctuations in temperature. They both just measure what is, but they don't create it. Nevertheless, the criticism continues and testers are blamed for the bad news they report."

The section "Efforts to Lower the Barriers" includes chapters on
Reaching Out to a New Population.
Bending Admissions Standards.

Dailey, Charles A.
Assessment of lives: personality evaluation in a bureaucratic society. San Francisco, Jossey-Bass, 1971. 243 pages.

The writer suggests that instead of rigidly using credentialism which is sometimes backed up with discriminatory tests, employers and others should assess clients on their work histories and past experiences.

Dexter, Lewis Anthony
The Tyranny of Schooling: an inquiry into the problem of 'stupidity.' New York, Basic Books, Inc., 1964. 182 pages. ($4.50)

Dillin, John
Minority groups' lawsuits brand state bar exams 'unfair.' Christian Science Monitor, Saturday, March 10, 1973, pp. 1,7.

The blacks and Mexican-Americans across the country are mobilizing their forces with such agencies as the American Civil Liberties Union for the purpose of investigating cases where almost across the boards, black candidates fail their state bar boards.

Edson, Lee
jensenism, n. — the theory that I. Q. is largely determined by the genes. In Prejudice and race relations, edited by Raymond W. Mack. Chicago, Quadrangle Books, 1970. Pages 35-55. (A New York Times Book) [First in the New York Times, August 31, 1969.]

Eells, K.
Some implications for school practice of the Chicago studies of cultural bias in intelligence tests. Harvard Educational Review, 1953, 23, pp. 284-297.

Einhorn, Hillel J., and Bass, Alan R.
Methodological considerations relevant to discrimination in employment testing. Chicago, University of Chicago, Dept. of Economics, Graduate School of Economics. Center for Mathematical Studies in Business and Economics, 1971. Reprint Series no. 243.

Employment Service Review (U. S. Dept. of Labor)
Employment tests and ethnic discrimination. *Employment Service Review*, vol. 4, no. 10, October 1967, pp. 22-23.

Enneis, W. H.
Misuses of tests. Paper given at the 77th annual convention of the American Psychological Association, Washington, D. C., August 31, 1969. Washington, D. C., U. S. Equal Employment Commission, 1969. 15 pages.

Feldman, Shirley, and Weiner, Max
The use of a standardized reading achievement test with two levels of socioeconomic status pupils. *In* Readings in Educating the Disadvantaged, edited by Joe A. Apple. New York, Selected Academic Readings, Inc., 1966. [Article first appeared 1964; 6 pages.]

Fellows, Brian John
The discrimination process and development [with reviews of the literature and a bibliography.] New York, Oxford, Pergamon Press, 1968. 218 pages. (International series of monographs in experimental psychology - vol. 5.)

Frank, John P., and Kagan, Gretchen
The false standards of I. Q. tests. *The Progressive*, vol. 36, no. 2, February 1972, pp. 29-32.

Garcia, John
I. Q.: the conspiracy. *Psychology Today*, September 1972, pp. 40-43, 92, 94.

Goodacre, Daniel M., III.
Pitfalls in the use of psychological tests. *Personnel*, vol. 34, no. 5, March-April, 1958, pp. 41-45.

Goslin, David A.
What's wrong with tests and testing — Part I. *College Board Review*, no. 65, Fall 1967, pp. 12-18.

Greene, Karen
Occupational licensing: protection for whom? *Manpower*, vol. 1, no. 6, July 1969, pp. 2-6.

In 1969, about 3,000 professions required licenses. Penalized are the minorities, especially those in Spanish Harlem, who must test in English yet are going to actually practice their police work with Spanish.

Green, Robert L.
Racism in American education. *Phi Delta Kappan*, vol. 53, no. 5, January 1972, pp. 274-276.

Flanagan, John C.
Use and abuse of intelligence tests. *Public Personnel Review*, vol. 22, no. 1, January 1961, pp. 24-28.

Haase, William
The role of socioeconomic class in examiner bias. In Mental Health of the Poor, edited by Frank Riessman, et al. New York, The Free Press, 1964, pp. 241-247.

Hirsch, S. Carl
The Riddle of Racism. New York, The Viking Press, 1972. 222 pages.

Chapter 6: The Nineteen Sixties.
"White racism is responsible." The chapter covers misused I. Q.'s and testing.

Jacobson, Robert L.
Verbal skill tests said to foster segregation. Chronicle of Higher Education, vol. 2, no. 4, October 26, 1967, p. 8.

The article covers the effects of testing in colleges: the results of verbal tests produce a kind of segregation.

Jenkins, Mercilee M.
Age discrimination in employment testing. Industrial Gerontology, Winter 1972, pp. 42-46.

Kirchner, Wayne K., and Lucas, June A.
The hard-core in training — who makes it? Training and Development Journal, vol. 26, no 5, May 1972, pp. 34-37.

In spite of lower scores on certain tests, it is found that ultimately some older workers do better than their younger, higher rated counterparts. Also, sometimes minority members do better on the job than the whites who tested better. Consequently, it is felt that the hard-core person is actually a person who through lack of application does not carry off a job successfully, rather than a person who scores lower on tests.

Kovarsky, I.
Testing and the civil rights act. Howard Law Journal, vol. 15, Winter 1969, pp. 227-249.

Larson, E. Richard
Discriminatory selection devices in public employment systems. Good Government, Winter 1971, vol. 88, pp. 1-7.

Some of the antiquated ways of choosing employees are herein described as well as a run-down on contemporary legal guidelines which all public employers must follow.

Leibowitz, Arnold H.
English literacy: legal sanction for discrimination. Notre Dame Lawyer, Fall 1969, vol. 45, pp. 7-67.

Lopez, F. M.
Current problems in test performance of job applicants. Personnel Psychology, vol. 19, no. 1, Spring 1966, pp. 10-18.

Lovell, Malcolm R., Jr.
Progress report — the quest for equity. Manpower, September 1972, pp. 2-6.

Macias, Ysidro Ramon
The Chicano movement. Wilson Library Bulletin, vol. 44, no. 7, March 1970, pp. 731-735.

One of the aspects covered here is the problem of Chicano children being tested; their unfamiliarity with the subtleties of English militates against their optimal showing. The author pleads for bilingual tests.

Margolis, Richard J.
Who will wear the badge? Washington, D. C., U. S. Commission on Civil Rights, 1971. 33 pages.

Quite frequently blacks only pass the police tests at a rate of 10%. It is more often than not a modification of the Army General Classification Test or another standard intelligence sorter. The kind of test which minorities do the worst on is the multiple guess type, because the subtleties of language of the two best answers usually stymie the applicant.

Mauch, James E., and Denenmark, Frieda
Educational deficiencies of disadvantaged youth - Title I, ESEA, 1965. New York, New York University, Center for the Study of Unemployed Youth, June 1966. 34 pages.

Educational background is shown to be a discriminating factor in employment of black young people.

McKissick, Floyd B. and Young, Whitney M., Jr.
The Negro and the Army: Two Views. American Child, vol. 48, no. 4, Fall 1966, pp. 10-15.

Mercer, Jane R.
I. Q.: the legal label. Psychology Today, September 1972, pp. 44-47,95, 96, 97.

Mobilization for Youth, Inc.
Problems of the disadvantaged in test-taking. New York, Mobilization for Youth, 1971. 23 pages.

Examines four of the biggest hurdles that the disadvantaged typically experience in taking tests, including a treatment on motivation and examination jitters.

An N. Y. U. study — employment tests and ethnic discrimination.
Employment Service Review, vo., 4, no. 10, October 1967, pp. 22-23.

Peterson, Ivor
Lag in reading scores blamed on teachers and establishment. New York Times, Sunday, December 3, 1972, p. 109.

Prof. Kenneth Clark laid the brunt of the blame to society and teachers rather than to the families of deprived children.

Riessman, Frank, and Miller, S. M.
Social class and projective tests. *In* Mental Health of the Poor, edited by Frank Riessman. New York, The Free Press, 1964, pp. 248-259.

Some of the typical personality tests like the Rorschach and the TAT — when given to the disadvantaged groups — actually reveal their inability to relate to any other cultural reverberations but their own. Thus the tests usually call attention to the fact that these people do not understand the white-middle-class world — whereas what they hope to analyze is a personality construct.

Rosen, Ned A., and Serino, Gustave
The impact of employee selection practices in three local governments on potential black personnel. *Public Personnel Review*, vol. 32, no. 3, July 1971, pp. 164-168.

Sadacca, Robert, and Brackett, Joan
The validity and discriminatory impact of the federal service entrance examination. Washington, D. C., The Urban Institute, 1971. 27 pages. $1.50. Order no. 712-2-1.

Schrank, Robert
Feasibility in youth employment programs. Paper given at the United Neighborhood Houses 80th Conference, New York City, December 6, 1966. 17 pages.

Some tests may not be intentionally discriminatory, but may in fact work against the success of minority groups.

Sheblak, Vernon
The older worker: employment and training. *Training and Development Journal*, vol. 23, no. 3, March 1969, pp. 4-8.

Silverman, Leslie J.
Follow-up of Project Uplift, the MDTA E & D project conducted by Florida A & M University. Washington, D. C., Bureau of Social Science Research, Inc., July 1967. 74 pages, mimeographed.

The outcome of the program seemed to be somewhat gloomy, as the trainees who went through, although some were placed, failed the federal civil service test.

Society for the Psychological Study of Social Issues
Guildelines for testing minority group children. *The Journal of Social Issues*, vol. 20, no. 2, April 1964, pp. 127-145.

Staples, Robert E.
The black scholar in Academe. *Change*, vol. 4, no. 9, November 1972, pp. 42-48.

U. S. Dept. of Labor.
Manpower Report of the President, 1968. Washington, D. C., U. S. Government Printing Office, 1968. Pages 206-207.

U. S. News & World Report.
Mental tests for ten million Americans — what they show. U. S. News & World Report, vol. 61, no. 16, October 17, 1966, pp. 78-79. Figures.

A re-telling of an article from the October 1966 American Education. The Armed Forces Qualification Test showed 383,000 scores nationally, with 19% of all whites taking it failing it and 68% of all Negroes. The South had the greatest preponderance of failure; the west and midwest, the least.

Watson, Peter
I.Q.: the racial gap. Psychology Today, September 1972. pp. 48-50, 97,99.

Weaver, Charles N.
A comparative study of the job performance of Spanish-surname police officers in San Antonio, Texas. Phylon, First Quarter (spring), 1969, pp. 27-33.

Wilson, Herbert B.
Evaluation of the influence of educational programs on Mexican-Americans. Las Cruces, New Mexico, New Mexico State University, ERIC Clearinghouse on Rural Education and Small Schools, March 1968. 22 pages plus notes.

When Mexican-Americans are compared with Anglos on tests, the results are dismal. The author suggests testing in the native tongue, more oral testing, and more objective-type testing, as well as testing with role-playing techniques.

Wrightstone, J. Wayne.
Letter by the Assistant Superintendent of the Board of Education of the City of New York. The Urban Review, September 1969, vol. 4, no. 1, pp. 45-47.

In his letter he takes to task things which he feels are inaccurately reported by Mrs. Miriam Wasserman in her story with a theme on the use of reading tests, which was published in the January 1969 Urban Review. He feels that there are many misconceptions and half-truths, and he goes on at great length to substantiate that the reading tests used in New York City do nothing to impair the general educationaloutlooks of the blacks and Puerto Rican children.

The reply to this letter by Miriam Wasserman is contained on page 47 of the same Urban Review.

IV — Remedial Action and Equal Employment Opportunities

Amos, William E., and Grambs, Jean D., editors
Counseling the Disadvantaged Youth. Englewood Cliffs, New Jersey, Prentice-Hall, Inc., 1968. 438 pages. $7.95.

Arnstein, Sherry
Testing the untestables. Occupational Outlook Quarterly, September 1964, pp. 21-24.

Aronson, Albert H.
The Duke Power Company case; an interpretive commentary on the U. S. Supreme Court decision, with particular reference to its implications for governmental personnel selection practices. Chicago, Public Personnel Association, 1971. 9 pages. (Public Employment Practices Bulletin, no. 1.)

Arvey, Richard D.
Some comments on culture fair tests. Personnel Psychology, Autumn 1972, vol. 25, no. 3, pp. 433-448.

Bader, Barry S.
Breaking public job barriers for the disadvantaged. Opportunity, vol. 2, no. 3, April 1972, pp. 8-11.

Barrett, Richard S.
Eliminating inequities in personnel testing. Management Review, vol. 57, no. 6, June 1968, pp. 48-52.

Boehm, Virginia R.
Negro-white differences in validity of employment and training selection procedures: summary of research evidence. Journal of Applied Psychology, February 1972, pp. 33-39.

Buel, William D.
An alternative to testing. Personnel Journal, May 1972, pp. 336-341 +.

Some research is presented on the results of using the work biography as a criterion. A type example of the biography outline is given; also, guidelines to help in the oral interview regarding biographical items.

Byham, William C., and Spitzer, Morton E.
The Law and Personnel Testing. New York, American Management Association, 1971. 238 pages.

Selection procedures and the testing involved is highlighted.

Byham, William C., and Spitzer, Morton E.
Personnel testing: the law and its implications. Personnel, vol. 48, no. 5, September-October 1971, pp. 8-19.

Part of a section of the above listed book. The Griggs case, the role of unions in presenting nondiscriminatory tests, and company adherence to the letter of the law.

California. Dept. of Employment.
How the California State Employment Service helps the minority job applicant. Sacramento, California, California Dept. of Employment, 1968. 19 pages.

Campbell, D. T.
Recommendations for American Psychological Association Test Standards regarding construct, trait, or discriminant validity. American Psychologist, vol. 15, 1960, pp. 546-553.

Campbell, Joel T.
Tests are valid for minority groups too. Public Personnel Management, January/February 1973, pp. 70-73.

Canan, James W.
A second chance for ninety men in Norfolk. In New Perspectives on Poverty, edited by Arthur B. Shostak and William Gomberg. Englewood Cliffs, New Jersey, Prentice-Hall, Inc., 1965, pp. 77-83.

Civil rights — educational and testing requirements — employment tests not to be given controlling force unless they are demonstrably a reasonable measure of job performance [Griggs v. Duke Power Co., 401 U. S. 424 (1971)]. Fordham Law Review, December 1971, vol. 40, pp. 350-360.

Clearinghouse Review. (National Clearing House for Legal Services.)
Vol. VI, no. 12, April 1973. Pages 754-756.

Four cases, at least, involving discriminatory tests, are discussed in this issue:
Third Circuit Upholds Minority Quota System in Police Hiring Procedures; Obtain Stipulated Injunction Against City in Employment Discrimination Suit; Broad Affirmative Action Ordered to Remedy Continuing Effect of Past Racial Discrimination in Qualification and Selection of Sheet Metal Workers; Court Bans Use of Discriminatory Employment Test for Policemen; orders increase in minority numbers at all ranks.

Clements, Hubert M., Duncan, Jack A., and Taylor, Wallace M.
Toward effective evaluation of the culturally deprived. Personnel and Guidance Journal, vol. 47, no. 9, May 1969, pp. 891-896.

Coffman, William E.
Developing tests for the culturally different. School and Society, vol. 93, November 13, 1965, pp. 430-433.

Coleman, Francis T.
Title VII of the Civil Rights Act: four years of procedural elucidation. Duquesne Law Review, vol. 8, no. 2, Winter 1969-1970, pp. 1-31.

Columbia Law Review
Legal implications of the use of standardized ability tests in employment and education. Columbia Law Review, vol. 68, no. 4, 1968, pp. 691-744.

Cooper, G.
Statement on employment testing. Albany, New York?, New York State Division of Human Rights (Analysis and Report of Regional Hearings on Apprenticeship Standards, Affirmative Action and Testing), 1969. Pp. 40-61.

Countryman, Vern, ed.
Discrimination and the Law. Chicago & London, The University of Chicago Press, 1965. xiv + 170 pages. Bibliography, pp. 145-152. List of Relevant Cases, pp. 153-163.

This book is about discrimination generally: an easily-read short volume which traces landmarks in the history of 19th and 20th century discrimination and palliative legislation to offset it. "The volume is based on a conference held at the University of California Law School sponsored by the Law School and the Anti-Defamation League of B'nai B'rith.

Discrimination is discussed as it relates to Employment, Education, Public Accommodations, and Housing.

Couturier, Jean
Accommodating merit systems to upgrading. Washington, D. C., National Manpower Policy Task Force Conference on Upgrading and New Careers, March 1970. Pp. 84-91

Couturier, Jean
Court attacks on testing: death knell or salvation for civil service systems? *Good Government*, vol. 88, no. 4, Winter 1971, pp. 10-12.

The way in which tests have been used in the civil service are traced; the influence which the Griggs-Duke case has had is likewise superimposed on the court of the development of civil service employment policies.

Crowell, M.
Testing procedures for the disadvantaged. Oak Ridge, Tennessee, Oak Ridge Associated Universities, 1970. 9 pages.

Derryck, Dennis A.
Minority youth can be apprentices. *Occupational Outlook Quarterly*, December 1967, pp. 7-10.

Deutsch, Martin
Guildelines for testing minority-group children. *In* Work, Youth, and Unemployment, edited by M. Herman et al. New York, Thomas Y. Crowell, 1968. Pages. 321-333.

Educational Testing Service
Educational testing, individual development, and social responsibility. By Samuel Messick and Scarvia Anderson. Princeton, New Jersey, Educational Testing Service, 1970. 24 pages. (Distributed by LEASCO Information Products, Inc., Bethesda, Md., now.)

The authors support the use of tests if the tests are valid for the groups being tested and if the testees are familiar with the test-culture. The two main problems with tests are the scientific (methodologic) aspect and the moral issue (ethical dilemma) of testing when discrimination can be occurring.

Employment testing: the aftermath of Griggs v. Duke Power Company.
Columbia Law Review, May 1972, vol. 72, no. 5, pp. 900-925.

Farrell, James E., Jr.
Racial discrimination — education and testing requirements — relation to job performance — educational and testing requirements must be significantly related to the successful performance of the job for which applicants are being considered. Industrial Relations Digest, vol. 14, no. 4, April 1972, pp. 94-102. (Originally in longer form in Notre Dame Lawyer, December 1971, pp. 367-81.

Gael, Sidney, and Grant, Donald L.
Employment test validation for minority and nonminority telephone company service representatives. Journal of Applied Psychology, April 1972, vol. 56, no. 2, pp. 135-139.

The Bell Telephone Co. was given two tests which seemed fair to Blacks and to nonminority careerists to be combined into a single test for the position of service representative.

Haldane, Bernard
How to find the best in every man. Personnel, vol. 35, no. 2, September-October 1958, pp. 9-17.

Hampton, Robert E.
Intergovernmental personnel act — new resource for improving public service. Good Government, Winter 1971, vol. 88, pp. 13-17.

Hebert, Stanley P., and Charles L. Reischel
Title VII and the multiple approaches to eliminating employment discrimination. New York University Law Review, vol. 46, no. 3, May 1971, pp. 449-485.

Herzog, Stephen J.
Minority Group Politics: a reader. New York, Holt, Rinehart and Winston, Inc., 1971. xii + 358 pages.

Page 9 (introduction): "One recent administration of an IQ test to Mexican-American students in Spanish produced an average increase in IQ of 28 points."

Chapter Four, Section 14 = Discrimination in Employment.

Hess, Robert D., and Tapp, June L.
An evaluation of the effectiveness of a community-based manpower training program. Chicago, Univ. of Chicago, no date, 215 pages.

The Woodlawn Organization of the Chicago suburb of Woodlawn, attempted to try experimental methods at getting rather hard-core personnel into the workforce. Although many of the people they recruited scored mediocrely on the GATB, they still made satisfactory trainees, and finished the course of training though their accomplishment was not as high.

Hicks, Robert A., and Pelligrini, Robert J.
The meaningfulness of Negro-white differences in intelligence test performance. The Psychological Record, vol. 16, no. 1, January 1966, pp. 43-46.

Hunt, I. C., Jr., and Cohen, B.
Minority recruiting in the New York City police department: Part I, The Attraction of Candidates; Part II, The Retention of Candidates. Santa Monica, California, RAND Corp., May 1971. 117 pages.

Jenkins, Timothy L.
Study of federal effort to end job bias: a history, a status report, and a prognosis. *Howard Law Journal*, vol. 14, no. 2, Summer 1968, pp. 259-329.

There are many reasons for filing for redress with EEOC, and some of the points revolve around: discharge, serniority, advancement, and testing, amongst others.

Jensen, Arthur R.
How much can we boost IQ and scholastic achievement? *Harvard Educational Review*, vol. 39, Winter 1969, pp. 1-123.

Since the time of publication, this argument has become something of a classic with a tinge of notoriety. Jensen surveys the results of various techniques designed to buttress the capacities of culturally deprived preschoolers. The later IQ change proves that only a certain alteration is possible, thus suggesting a certain inborn incapacity.

Jewett, Arno; Mersand, Joseph, and Gunderson, Doris V., editors.
Improving English Skills of Culturally Different Youth in Large Cities. Bulletin 1964, no. 5 of the U. S. Dept. of Health, Education, and Welfare's Office of Education. Washington, D. C., U. S. Government Printing Office, circa 1963. 216 pages. Bibliography. (75¢)

Johnston, William Elbart, Jr., and Scales, Eldridge, E.
Counseling the Disadvantaged Student. New York, Selected Academic Readings, April 1968. 115 pages. ($3.00)

Katzell, R. A.
Statement on employment testing. N. Y. State Division of Human Rights, Analysis and Report of Regional Hearings on Apprenticeship Standards, Affirmative Action and Testing. Albany, N. Y., New York State Division of Human Rights, 1969. Pages 62-67.

Kirkwood, John H.
Selection techniques and the law: to test or not to test? *Personnel*, vol. 44, no. 6, November-December, 1967, pp. 18-26.

Kranz, Harry
Taking stock of the youth opportunity centers. *Employment Service Review*, vol. 3, no. 5, May 1966, pp. 10-13 +.

These youths — nationally about 400,000 strong — were assisted between February and December of 1965 on a national scale. Described are the need for temporary work, counseling, testing, and work development programs.

Krugman, Morris
The culturally deprived child in school. *NEA Journal*, April 1961, pp. 23-24.

One of the six areas discussed is the need for special tests for the culturally deprived: without them, the teacher may not know the true potential and thus fail to spark what is there.

Kulhavy, Raymond W.
Personnel testing: validating selection instruments. Personnel, vol. 48, no. 5, September-October 1971, pp. 20-24.

Labor Month in Review.
Monthly Labor Review, June 1972, vol. 95, no. 6, p. 2.

The general problem of countering discrimination with fair employment practices for minorities and women is briefly summarized.

Larson, E. Richard
The development of Section 1981 as a remedy for racial discrimination in private employment. Harvard Civil Rights, Civil Liberties Law Review, vol. 7, no. 1, January 1972, pp. 56-102.

Lipsky, David B., John E. Drotning, and Myron D. Fottler
Some correlates of trainee success in a coupled on-the-job training program. Quarterly Review of Economics and Business, vol. 11, no. 2 (Summer 1971), pp. 41-61.

Macy, John W., Jr.
Making Equal Opportunity a Reality. In Public Service: the Human Side of Government. New York, Harper and Row, 1971. Pages 65-81.

Mayhew, Leon H.
Discrimination: Values, Norms, and Social Structure. In Law and Equal Opportunity: A Study of the Massachusetts Commission Against Discrimination. Cambridge, Mass., Harvard University Press, 1968. Pages 56-74.

The author emphasizes that the problem of race is handled better by employers who construe discrimination as an economic loss. If there is no loss, his handling of racial mix may be thought to be satisfactory. Yet, there are many forms of inadvertent, passive discrimination. These are described. Combative legislation, especially as was enacted in Massachusetts, is traced.

McCarthy, J. James
The meaning of the Griggs case in the federal service. Good Government, Winter 1971, vol. 88, pp. 8-9.

The author applies the meaning of the classic case to private employers.

McCord, John H.
With All Deliberate Speed: civil rights theory and reality. Urbana, University of Illinois Press, 1969. vii + 205 pages.

The legislation behind most civil rights re-alignment is discussed in an introduction by the Board of Student Editors of the University of Illinois Law Forum. Voting rights of Negroes are taken up – with attention to literacy tests – on pp. 16, 17, and 45.

A whole major section is devoted to the Equal Educational Opportunity for Negroes, pp. 56-84, by Robert L. Carter. This is set down in an exposition of the history of important court decisions including the classics such as Brown v. Board of Education, and Briggs v. Elliott.

McVeigh, E. J.
Equal job opportunity within the federal government. Employment Service Review, vol. 5, no. 7-8, July-August 1968. Pages 42-47.

Mindlin, Albert
The designation of race or color on forms. Public Administration Review, vol. 26, no. 2, June 1966, pp. 110-118.

Nader, Ralph
'In the public interest' - syndicated column: Students must push changes in colleges' biased testing. Printed nationally, and in The Capital Times, Madison, Wisconsin, December 11, 1972, p. 3.

Nathan, R. P.
Job and civil rights: the role of the federal government in promoting equal opportunity in employment and training. Clearinghouse Publication no. 16. Washington, D. C., U. S. Government Printing Office, April 1969. 318 pages.

New York. State. Division of Employment.
New York State Employment Service and the disadvantaged of New York City. New York, N. Y. State Division of Employment - Economic Field Services Unit, Research and Statistics Office, 1971. 31 pages.

An explique of the services offered by this department, and the ways in which interdepartmental cooperation can result in aid to the disadvantaged.

New York. State. Division of Human Rights.
Analysis and report of regional hearings on apprenticeship standards. Albany?, New York State Division of Human Rights, 1969. 67 pages.

Norfolk Division of Virginia State College
Training the hard-core unemployed: a demonstration project at Virginia state college, Norfolk division. For the U. S. Dept. of Health, Education, and Welfare, Office of Education. (Cooperative Research Monograph No. 13) Washington, D. C., U. S. Government Printing Office, 1965. (45c)

The report scrutinizes the treatment of hard-core men who were trained according to four methods. The way in which they were brought into the program was unorthodox in that personal contacts in social centers were used instead of ads; then, even though the General Aptitude Test Battery - which is usually used for a lot of Manpower Development and Training Act programs - had been failed by 72 of them. It was felt that most of the men involved had had a great sense of unworthiness about them, and thus became or were jobless: it was decided to make a break in the circle for them. The report describes the job skill building techniques used and the educational program.

Notes: Legal Implications of the Use of Standardized Ability Tests in Employment and Education.
Columbia Law Review, vol. 68, no. 4, April 1968, pp. 691-744.

Pennsylvania. State. Human Relations Committee.
Affirmative-action guidelines for employment testing. Harrisburg, Penn., Pennsylvania Human Relations Commission, 1967. 10 pages.

Pittsburgh. University. Graduate School of Business.
The law the personnel testing; proceedings of a conference, May 26, 1971, sponsored by the Graduate School of Business. Pittsburgh, Univ. of Pittsburgh Graduate School of Business, 1971. 48 pages.

The title on the cover: New Legal Issues in Personnel Testing.
Topics covered, among others: The Griggs case as it now applies to employers; EEOC suggestions; How to comply with EEOC suggestions; and the more technical aspects of testing personnel.

Powers, Thompson, editor
Equal Employment Opportunity: Compliance, affirmative action: questions and answers from four industry-government meetings on the administrative and enforcement activities of the Equal Employment Opportunity Commission and the Office of Federal Contract Compliance. New York, National Association of Manufacturers - and Washington, D. C., Plans for Progress, 1969. 125 pages.

Testing is taken up in Chapter IV, from pages 41-56. The book gives a fine overview of the law and what needs to be done by companies in order to overcome employment discrimination.

The Potomac Institute, Inc.
Employer's Guide to Equal Opportunity: Affirmative Actions for Fair Employment, March 1966. 77 pages.

A number of rather positive programs by business firms are described so that the dismal picture of too-little black employment which is obvious elsewhere seems to be no quite so unrelieved. Quoted are specific but unnamed managers who enunciate their actual policy, mostof which seems to be 'hire the blacks, given the fact of two equal candidates for a job, that is, until the inequality is erased.'

Price, Robert N.
Griggs v. Duke Power Company: the first landmark under title VII of the Civil Rights Act of 1964. Southwestern Law Journal, vol. 25, 1971, pp. 484-493.
There are four sections; the second deals with employee testing.

Reeves, Earl J.
Making equality of employment opportunity a reality in the federal service. Public Administration Review, vol. 30, no. 1, January-February, 1970, pp. 43-49.

"Republic" defends literacy test.
Voice of the City, June 18, 1970, p. 2. (Published by Double D Community Newspapers, Inc., P. O. Box 8117, Phoenix, Arizona 85040.)

A state of embroilment was touched off by a voter reform bill, the Arizona literacy test for voters, HB-4. Some felt that many sensible, voting — but non-reading — people would now be disenfranchised, as well as people who badly needed representation but who had never been educated.

In rebuttal, The Arizona Republic of June 16, 1970, carried an editorial: "Literacy tests, when properly and impartially administered, do not attempt to stigmatize citizens for not speaking English. They merely try to insure that voters are familiar with the language of government."

Reeves, Earl J.
Making equality of employment opportunity a reality in the federal service. Public Administration Review, vol. 30, no. 1, January-February 1970, pp. 43-49.

Rosen, Ned A., Goodwin, Nina P., and Lawrence G. Graev
Personnel testing and equal opportunity employment. Industrial and Labor Relations, vol. 13, no. 2, November 1967, pp. 19-23.

Rosenbloom, David H.
Equal employment opportunity: another strategy. Personnel Administration, July-August 1972, pp. 38-41.

Rutgers University. Institute of Management and Labor Relations. Research Program.
The selection of trainees under MDTA. New Brunswick, N. J., Rutgers University, Institute of Management and Labor Relations, 1967? 124 pages. tables.

The area covered is the Newark Labor Market Area, with Newark, New Jersey, the largest center; the training program was a result of the Manpower Development and Training Act of 1962. "The purpose of the present project was to study the selection criteria and mechanisms by which applicants are accepted or rejected for training."

Santos, Beatriz N.
Special Achievement Testing Needs of the Educationally Disadvantaged. Ph.D. dissertation. Ames, Iowa, The University of Iowa, 1967. 171 pages.

Schermer, George
Employer's guide to equal opportunity. Washington, D. C., The Potomac Institute, Inc., March 1966. 77 pages.

Schreiber, Daniel
A school's work with urban disadvantaged. The search for talent, no. 7. College Entrance Examination Board, 1960, pp. 57-66.

Schroeder, Wayne G.
Interagency cooperation in release of GATB. Employment Service Review, vol. 2, no. 5, May 1965, pp. 17, 19.

Sexton, Patricia Cayo
Operation Retrieval: the basic education component of experimental and demonstration projects (E & D) for disadvantaged youths. New York, New York University, before 1968. 55 pages.

One topic covered is the compensatory techniques which are used to

bring youths who do not read or read badly up to par, and the efforts made in getting the students ready for high-school equivalency tests or job entrance examinations.

Shealy, Floyd Milton
A study of Job Corpsmen at Camp Atterbury, Indiana, April 1965-May 1966: Measures of Intelligence, Achievement, and Aptitude. Ph.D. dissertation. Bloomington, Indiana, Indiana University, 1967. 255 pages.

Shekib, Aida A-H.
Personnel testing and equal employment opportunity; an investigation of current practice in Illinois. Ann Arbor, Michigan, University Microfilms, 1971. 347 pages. Ph.D. dissertation - University of Illinois, Urbana, Illinois, 1971.

Society for the Psychological Study of Social Issues.
Guidelines for testing minority group children. The Journal of Social Issues, vol. 20, no. 2, April 1964, pp. 127-145.

Some ways of remedying cultural bias and methods for adjudicating scores on tests.

Sovern, Michael I.
Legal restraints on racial discrimination in employment. New York, The Twentieth Century Fund, 1966. 270 pages.

Taylor, John E., Michael, Eugene R., and Brennan, Mark F.
The concepts of performance-oriented instruction used in developing the experimental volunteer army training program. Alexandria, Va., Human Resources Research Organization, 1972. 54 pages.

Taylor, V. R.
Cultural bias in testing: an action program. Public Personnel Review, vol. 29, no. 3, July 1968. Pages 168-179.

Taylor, Vernon R.
Test validity in public personnel selection. Chicago, Public Personnel Association, 1971. 20 pages. (Public Employment Practices Bulletin, no. 2.)

Tenopyr, Mary L.
Race and Socioeconomic Status as Moderators in Predicting Machine Shop Training Success. Paper given at the American Psychological Association's annual meeting, September 4, 1967 in Washington, D. C. 19 pages.

Tests win a vote of confidence: study finds written exams can predict job performance fairly for all groups.
Manpower, December 1972, pp. 10-12.

Tyler, Ralph W., and others. Edited by Sterling M. McMurrin.
Functional Education for Disadvantaged Youth. New York, Committee for

Economic Development, 1971. ix + 120 pages.

U. S. Civil Service Commission.
Investigating complaints of discrimination in federal employment: on grounds of race, color, religion, sex, and national origin. Washington, D. C., U. S. Government Printing Office, 1971. 29 pages. Revised October 1971. (Personnel Methods Series no. 17.)

In brief style, a total picture of the legal machinations behind and about investigations of discriminatory complaints. Contains the history of the bills on equal employment opportunity, and reproduces in facsimile the forms one would need to fill out in order to successfully file an appeal.

U. S. Commission on Civil Rights.
Equal Employment Opportunity Under Federal Law: a guide to federal law prohibiting discrimination on account of race, religion, sex, or national origin in private and public employment. Clearinghouse Publication no. 17. Washington, D. C., U. S. Government Printing Office, 1971. 27 pages. Price, 25¢.

U. S. Dept. of Health, Education, and Welfare.
Schools in the City, Title I/ Year II, the second annual report of Title I of the Elementary and Secondary Education Act of 1965, school year 1966-1967. Washington, D. C., U. S. Government Printing Office, 1967? Pages 24-40.

U. S. Dept. of Labor
Validation of employment tests by contractors and sub-contractors subject to provisions of executive order 11246. Federal Register, 1968, 33, no. 186.

U. S. Equal Employment Opportunity Commission
Guidelines on employee selection procedures. Federal Register, vol. 35, no. 149, August 1, 1970. Pages 12311-12379.

U. S. Dept. of Labor. Manpower Administration
Pretesting orientation on the purpose of testing. Prepared by U. S. Training and Employment Service, in cooperation with New Jersey State Employment Service. Washington, D. C., U. S. Government Printing Office, 1970. ? volumes.

Vanagunas, Stanley
Police entry testing and minority employment: implications of a Supreme court decision. Police Chief, vol. 39, April 1972, pp. 62 +.

Veil, Fred W.
Title VII of the Civil Rights Act of 1964 - educational and testing requirements invalid unless job-related. Duquesne Law Review, vol. 10, Winter 1971, pp. 270-279.

White, L. R.
New-careers in local government. Berkeley, California, Institute for Local Self-Government, 1969. 124 pages.

Deals with testing in the recruitment process.

Willard, Louisa S.
A comparison of culture fair test scores with group and individual intelligence test scores of disadvantaged Negro children. Journal of Learning Disabilities, vol. 1, no. 10, October 1968, pp. 584-589.

Williams, P. S.
Unloading truck job credentials. Manpower, vol. 2, no. 4, 1970, pp. 28-31.

Wright, George N., and Butler, Alfred J.
Rehabilitation counselor functions: annotated reference. Madison, Wis., University of Wisconsin Regional Rehabilitation Research Institute, 1968. 451 pages.

V – Outreach Efforts by Industry and Other Agencies

Badhwar, Inderjit
OEO's plan helps employes rise to professional grades. Federal Times, vol. 8, no. 25, August 30, 1972, p. 4.

Various career ladders such as work study, crossovers, public service, and low income beginnings, are covered.

Bader, Barry S.
Opening public jobs to the disadvantaged. Manpower, vol. 4, no. 4, April 1972, pp. 9-13.

Benton, Lewis R.
Supervision and Management. New York, McGraw-Hill, 1972. 544 pages.

How to compatibly work with the minority, hardcore, and disadvantaged is described as are a wealth of other activities including labor relations, selection, and testing.

Bergmann, Barbara R., and William R. Krause
Evaluating and forecasting progress in racial integration of employment. Industrial and Labor Relations Review, vol. 25, no. 3, April 1972, pp. 399-409.

Blumorsen, Alfred W.
The duty of fair recruitment under the Civil Rights Act of 1964. Rutgers Law Review, vol. 22, no. 3, Spring 1968. Pages 465-531.

Brandes, Paul D.
The effect of role playing by the culturally disadvantaged on attitudes toward bidialectalism. Final Report. Chapel Hill, North Carolina, North Carolina University, November 1971. 82 pages.

Business and Industrial Co-ordinating Council
Skills escalation and employment development: Project SEED (Skills Escalation and Employment Development.) 46 Branford Place, Newark, N. J. 07102, 1968. 88 pages.

In spite of stimulants to get workers into companies, the fact remains that evenwhen they are trained, the hard core finds tests irrelevant.

"Can Today's 'unemployables' Become Tomorrow's Salesmen?"
Reprinted from Merchandising Week, March 29, 1965. 2 pages.

Reports on uplift programs in Detroit, where Federal Department Stores took on 16 people who had failed the usual tests, and trained them intensively for ten weeks so they could get continuing jobs.

Carbine, Michael E.
Communicating with the disadvantaged. Manpower, vol. 1, no. 9, October 1969, pp. 2-6.

Carrington, J. H.
Personnel executive and social responsibility. Personnel Journal, vol. 49, June 1970, pp. 504-507.

Casavantes, Edward J.
Vengo del valle. Civil Rights Digest, vol. 4, no. 3, Summer 1971, pp. 12-17.

Ling-Temco Vought's Aeronautics section has supportive training regime for Mexican Americans in Texas.

Chin, Robert, with L. Irving Pollitt and Herschel N. Hadley
Impact upon the organization of hiring the disadvantaged: report of a study of two companies. Boston, Boston University, Human Relations Center, November 1971. 258 pages. Tables.

"The present study is an attempt to describe how hiring, retention, and promotion of disadvantaged persons is affected by the patterns of organization, and how changes of these patterns is brought about." --From the preface.

Champagne, J. E., et al.
Employing the hard-core internal organizational effects. Houston, Texas, University of Texas, College of Business Administration, Center for Human Resources, 1970. 28 pages.

Corazzini, Arthur J.
Equality of employment opportunity in the federal white-collar civil service. The Journal of Human Resources, Fall 1972, pp. 424-445.

Cowles, Arthur W.
Businessmen and Negro leaders weigh their current concerns. The Conference Board Record, vol. 5, no. 7, July 1968, pp. 20-22.

Cribb, Herschel
Pacemaker paces more hiring of minorities. Opportunity, October 1972, p. 12 +.

Dailey, C. A.
Prejudice and decision-making: training administrators to make objective decisions about people. Personnel Administration, vol. 29, September 1966, pp. 6-13.

Davenport, Lawrence, and Reginald Petty.
Minorities and career education. Columbus, Ohio, ECCA Publications, February 1973.

Dobkins, Sheldon H.
Experiment in understanding: managing the new minority worker. Training and Development Journal, July 1971, pp. 40-43.

Doriot, George F., ed.
The Management of Racial Integration in Business. New York, McGraw-Hill Co., 1964. 147 pages.

Drabant, Richard M.
Employing the unemployable: the lessons of experience. The Conference Board Record, November 1972, vol. 9, no. 11, pp. 12-16.

Since 1967, the Chrysler Corporation has been involved with outreach with the NAB/JOBS concept.

Drob, Judah
How successful can we be in manpower programs for the disadvantaged? Paper given at the annual meeting of the American Orthopsychiatric Association in Chicago, March 23, 1968. 20 pages.

Drotning, John, David B. Lipsky, and Myron D. Fottler
Union attitudes towards significant aspects of job training programs for the disadvantaged. Labor Law Journal, January 1972, vol. 23, no. 1, pp. 13-24.

Eckstein, Otto
Education, employment, and Negro equality. Washington, D. C., U. S. Dept. of Labor, Manpower Administration, October 1968. 23 pages.

Educational Computer Corporation
SNAP/SMART: Technical training for the disadvantaged. Radnor, Pa., Educational Computer Corp., May 1971. 56 pages.

Educational Testing Service - The Executive Study Conference.
Selecting and Training Negroes for Managerial Positions. Princeton, New Jersey, Educational Testing Service, 1965.

Edwards, Harry
Black Students. New York, The Free Press, 1970. 234 pages.

Chapter Ten: The Re-entry of Whites: from intruding samaritans to allies. This chapter shows the elitist character of the entering students, and supports this with family income statistics in tables.

In an appendix, there is a 4-year curriculum for Black Studies, and a listing for requirements for the undergraduate degree program in Black Studies at the State University of New York at Albany.

Fairbanks, Helen, compiler
Trade union programs for training the disadvantaged worker. Princeton, New Jersey, Princeton University, Industrial Relations Section, January 1970. 4 pages. No. 150 of 'Selected References.'

Twenty-three references with publisher's addresses, and annotations on the outreach efforts of unions to incorporate the hard-core, with the attempts of particular companies also highlighted.

Farr, James B., Brian S. O'Leary, and C. J. Bartlett
Ethnic group membership as a moderator of the prediction of job performance. Personnel Psychology, vol. 24, no. 4, Winter 1971, pp. 609-636.

In 1969, Bartlett and O'Leary made a model whose function was to forecast correlations between pre-job profiles and on-the-job performance measures for ethnic groups. This was to be without eliminating test validity. The theoretical model's efficacy was put to the test in applying it to the areas of prison officers and state civil servants, amongst others.

Fields, Charles
Recruiting, screening, selecting, testing and placing the black executive. Paper given at conference "The Black Executive: Recruitment, Career Planning and Effective Working Relationships." June 4, 1969 at the Hotel Biltmore, New York City. Conducted by Cornell University, New York State School of Industrial and Labor Relations. 12 pages.

States the important difference in terms of the job market between 'equal employment opportunity' and 'equitable employment opportunity.' Even educated blacks sometimes have trouble landing jobs comparable to their education because there may be a lack of understanding in all-white companies about hiring minorities; the author calls this the 'lack of reference information.'

In order to get over this initial hump, both blacks and whites on all levels of the labor hierarchy will have to strive harder to become acquainted with each other's personal way of projecting — especially in iterviews — a process which will depend on his own cultural milieu and his race's general social characteristics.

Fine, Sidney A.
Guidelines for the employment of the culturally disadvantaged. In Optimizing Human Resources, edited by Gordon L. Lippitt, Leslie E. This, and Robert G. Bidwell, Jr. Reading, Mass., Addison-Wesley, 1971. Pages 267-283.

Fisher, A. D.
White rites versus Indian rights: expanded educational opportunities for Indians may not be opportunities at all. Trans-action, November 1969, pp. 29-33.

Especially page 32.

Gavin, James F., and David L. Toole
Validity of aptitude tests for the "hardcore unemployed." Personnel Psychology, vol. 26, no. 1, Spring 1973, pp. 139-146.

Gilliland, Burl E.
Small group counseling with Negro adolescents in a public high school Journal of Counseling Psychology, vol. 15, no. 2, March 1968, pp. 147-152.

Glaser, Edward M., and Harvey L. Ross
Productive employment of the disadvantaged;guidelines for action — an operating manual. (Prepared for Office of Research and Development, Manpower Administration, U. S. Dept. of Labor and National Alliance of Businessmen.) Los Angeles, California, Human Interaction Research Institute, February 1973. xi + 186 pages.

Contains an excellent 35-page bibliography on the development of manpower in the disadvantaged groups. Indexed.

Gordon, Jesse E., and Erfurt, John C.
Placement and after: a manual for coaches and other employment workers. Prepared for the U. S. Dept. of Labor, Manpower Administration. Washington, D. C., U. S. Government Printing Office, 1972. 236 pages.

Harris, Cynthia A.
Recruitment? Journal of Navy Civilian Manpower Management, vol. 6, no. 1, Spring-Summer 1972, pp. 20-22, 30.

Hendrix, Oscar R.
The effect of special advising on achievement of freshmen with low predicted grades. The Personnel and Guidance Journal, 1965, vol. 44 (October), pp. 185-188.

Holley, William H., Jr.
Employer preferences for programs to train and employ the hard-core jobless. Training and Development Journal, vol. 26, no. 6, June 1972, pp. 8-12.

Horgan, Neil J.
Upgrading underqualified minority workers. Personnel, vol. 49, no. 1, January-February 1972, pp. 59-64.

Institute of Public Administration
Developing New York City's human resources: Appendices. New York, Institute of Public Administration, 1966.
Volume II: Maps of Poverty for the 5 boroughs. Tables. 115 leaves.
Page 63: Mention made of need for Counselors and Testing Specialists.
Page 78: Discussion of Basic Essential Skills Training.

Jaffee, Cabot L., Cohen, Stephen L., and Cherry, Robert
Supervisory selection program for disadvantaged or minority employees. Training and Development Journal, vol. 26, no. 1, January 1972, pp. 22-27.

Rather than upset potential candidates by giving them tests they won't do well on anyway, a set of simulation exercises is administered.

Jaffee, Cabot L., and Friar, Lorene
Use of simulation in training disadvantaged employees for secretarial positions. Training and Development Journal, vol. 23, no. 8, August 1969, pp. 30-34.

The inter-personal characteristics used in adapting to co-workers are the emphasis in this training ploy which considers perceptions of others and work attitudes on a par with typing ability, as a hiring criterion.

Janger, Allen R.
Employing the disadvantaged: a company perspective. New York, The Conference Board, Inc., 1972. 76 pages.

The ultimate goal was not only to recruit and employ the disadvantaged, but to keep them on the job over a long period. In the analysis made of all the companies surveyed (25,000 companies were sent questionnaires and of these nearly 2400 were returned and analyzed), the greatest quit rate was 60% (i. e., 40% retention). These companies were the ones whose particularized supportive services for the disadvantaged were the most minimal.

Janger, Allen R.
Employing the high school dropout. The Conference Board Record, vol. 5, no. 8, August 1968, pp. 9-18.

Janger, Allen R.
Training the disadvantaged does make a difference. Conference Board Record, vol. 9, no. 5, May 1972, pp. 24-28.

Paradoxically, it seems that in a survey of 2400 companies, those who had training programs carried out off the job fared better than those done co-terminous with the work itself.

Jewish Employment and Vocational Service
Work Samples: Signposts on the Road to Occupational Choice. Final Report, Work-Sample Program, Experimental and Demonostration Project. For the U.S. Dept. of Labor. Washington, D. C., September 1968. 120 pages +. Obtain from the Jewish Employment and Vocational Service, 1213 Walnut Street, Philadelphia, Pa. 19107.

Kolstoe, Oliver P., and Frey, Roger M.
A high school work-study program for mentally subnormal students. Carbondale, Illinois, Southern Illinois University Press, 1965. 179 pages.

Discussions on sheltered workshops, the mental outlook of the characteristics of this group, strategies for easing into jobs of temporary, then permanent nature, suggested daily schedule and work advancement scheme. Comprehensive listing of supplementary readings by chapter at back.

Kovarsky, Irving
The Negro, apprentice training, programs, and testing. Proceedings, Conference on Research in Apprenticeship Training, Madison, Wisconsin, September 8-9, 1966. Edited by A. C. Beckman and C. Quirk. Madison, Wis., Univ. of Wisconsin, Center for Vocational and Technical Education, 1967. Pages 180-191.

Levine, Louis S.
Some observations pertaining to the socially handicapped. Journal of Rehabilitation, vol. 34, no. 6, November-December 1968, pp. 32-34.

Lewis, Morgan V., et al.
Recruiting, placing, and retraining the hard-to-employ: a study of factors influencing the retention of participants in a concentrated employment program and in their subsequent employment. University Park, Penn., The Penn. State University, Institute for Research on Human Resources, October 1971. 290 pages + various pagings.

Lipsett, Laurence
Selecting personnel without tests. Personnel Journal, September 1972, vol. 51, no. 9, pp. 648-654.

Posts ideas on how to accomplish employee choice in other ways than tests: work record and recommendations, the verbal interview and the work history and employee biography which is on the application blank.

Lockwood, Howard G.
Testing minority applicants for employment. Personnel Journal, vol. 44, 1968, pp. 356-360.

Malone, John R. (Foundation for a Compatible and Consistence Alphabet)
The UNIFON system. Wilson Library Bulletin, vol. 40, no. 1, September 1965, pp. 63-65.

To help the non-reader establish literacy, a special alphabet is used as a teaching device.

Mathews, Linda
Navahos chart their own education path. Los Angeles Times, June 1, 1969, pp. 1-3, section C.

History and philosophy of education of the new Navaho Community College in Arizona.

McVeigh, Edward J.
Equal job opportunity within the federal government. Employment Service Review, vol. 5, nos. 7 and 8, July-August 1968, pp. 42-47.

Mercer, William A.
Meaningful job development and training of the hardcore by business & industry. Given at the Race Relations and Industry 1968 Seminar, New York City, February 16, 1968. 11 pages.

Mercer worked in Newark, N. J., as coordinator for the Business & Industrial Council. One of the topics covered here is the problem of tests for the hardcore who are just getting into beginning jobs. There are all sorts of problems unique to the disadvantaged which mean that trainers helping them to get into employment must know how to cope with these characteristics.

Miller, S. M.
Breaking the credentials barrier. Paper given at the American Orthopsychiatric Association, March 23, 1967. 9 pages. Obtainable from The Ford Foundation, Office of Reports, 320 E. 43rd Street, New York, N. Y.

Miller, S. M.
Sharing the burden of change. New Generation, Spring 1969. Reprint: 8 pp.

National Committee for Careers in Medical Technology
Laboratory assistant field project - Field Report. Bethesda, Md., National Committee for Careers in Medical Technology, June 30, 1968. 50 pages.

Describes efforts to train 1,100 trainees, 400 of which were disadvantaged. There were many "minorities" such as mature women, dropouts, physically disabled, and so on, but with proper and concerted training, it was felt that all were trainable. Sometimes counseling and more specific orientation is necessary.

Nelson, R. C.
Assimilating the hard-core unemployed. Graphic Arts Monthly, vol. 41, June 1969, pp. 42-47.

Oak Ridge Associated Universities
The Development of Human Potential. Oak Ridge, Tenn., University of Tennessee, May 1970. 43 pages +.

Oak Ridge Associated Universities
Technical training for the disadvantaged; proceedings of a workshop, June 4-5, 1969, Oak Ridge, Tenn. Final report. Oak Ridge, Tenn., Oak Ridge Associated Universities, 1969. 39 pages.

Odell, Charles E.
Creative and timely innovation: training in manpower services. Employment Service Review, vol. 5, no. 9, September 1968, pp. 8-11, 15.

Offner, Paul
Labor force participation in the ghetto. The Journal of Human Resources, Fall 1972, pp. 460-481.

Pagano, Jules
Union-management adaptation to needs of disadvantaged new employees. Washington, D. C., Greenleigh Associates, Inc., 1969. 9 pages.

Pierson, Frank C.
Community manpower services for the disadvantaged. Kalmazoo, Michigan, The W. E. Upjohn Institute for Employment Research, July 1972. 86 pages. (Studies in Employment and Unemployment.)

Purcell, Theodore V., and Cavanagh, Gerald F.
Blacks in the industrial world: issues for the manager. New York, The Free Press, 1972. 358 pages. Tables.

Includes subject index and a 3-page list of some 250 interviewees. Testing is discussed on pages 57, 112-113, and 282.

Purcell, Theodore V., and Cavanagh, Gerald F.
Making minority policies effective. In Blacks in the Industrial World, New York, Free Press, 1972. Pages 223-232.

Rein, M.
Removing the artificial boundaries between school, work, and family. New Generation, vol. 5, no. 1, Winter 1969, pp. 10-16.

Rempson, Joseph L.
Minority access to higher education in New York City. City Almanac, vol. 7, no. 2, August 1972, pp. 1-15.

In between 1964 and 1970, black college enrollment went from 234,000 to 470,000 students. Not only is more special training needed for minorities early in their academic careers as children, but the universities must make a conscious effort to absorb them.

Richardson, Bellows, Henry & Company, Inc.
A study of the feasibility of predicting job tenure among Employment Service applicants through the use of biographical information. Washington, D. C., Richardson, Bellows, Henry & Company, Inc., June 1971.

On pages 94-96, there are descriptions of a system used in three cities in which the Biographical Information Blank (BIB) is utilized to help the disadvantaged be considered as job risks worth taking.

Roberts, Merkley
Some factors affecting employment and earnings of disadvantaged youths. Industrial and Labor Relations Review, vol. 25, no. 3, April 1972, pp. 376-382.

One hundred and ninety-five Negro youths were involved in a pre-apprenticeship outreach regime. The outcome was that with astute counseling, pointed training, and careful recruiting practices, that disadvantaged youths can be a viable manpower source.

Rowan, Richard L., and Northrup, Herbert R.
Educating the employed disadvantaged for upgrading: a report on remedial education programs in the paper industry. Philadelphia, University of Pennsylvania, Wharton School of Finance and Commerce, Industrial Research Unit, 1972. xii + 168 pages. (Industrial Research Reports, Miscellaneous Series, Report no. 18.) [Distributed by the Univ. of Pennsylvania Press, Philadelphia, Pa. 19104.]

There are now 30 volumes in this series, Racial Policies of American Industry Series.

Testing for maintenance, pp. 70-73. Pre-employment 83-84, 91, 129; pre-program - 19, 26, 30, 31, 112, 113, 131. For progression line, 84-85, 107; SAT - 19, 40.

Schmidt, Fred H.
A repair shop for unemployables. Reprinted from Industrial Relations, vol. 8, no. 3, May 1969, pp. 280-285.

No screen-out procedures. They actually want over 45's and young drop-outs. Those speaking Spanish are taught in Spanish. The driver's licensing test (goal) was passed almost by all.

Schrank, Robert, and Stein, Susan
IBM in the ghetto: anatomy of a success. Manpower, vol. 4, no. 5, May 1972, pp. 23-26.

The computer parts assembly plant is located in Brooklyn, in Bed-Stuy. Of about 400 employees, 75% are male. Tests are used only to get an idea about typing and secretarial abilities; in other instances, the work biography is substituted.

Shaeffer, Ruth G.
Nondiscrimination in employment: changing perspectives, 1963-1972. New York, The Conference Board, Inc., 1973. 100 pages.

New Employee Selection Regulations is given play on pages 13-27. Not only the place of tests is taken up, especially pages 14 to 18, but the specific application, as well as the longer-ranged general application of appropriate and noteworthy legal cases, is presented. Also uniquely displayed are some interesting analyses of various selection modes which are illustrated by scatter diagrams patterns.

The writing of this whole work is of an exceptional, broad-minded nature, and the lay-out of the book helps buttress this great strength.

Skill Advancement, Inc. (New York)
Upgrading the low-wage worker: an ergonomic approach: September 1, 1966 through August 31, 1967. Volume III: The low-wage employee in his work

environment: a study in depth (preliminary findings), August 24, 1967. Technical Memo. ADM 400. Tables. Questionnaires. Sponsors: The New York State School of Industrial and Labor Relations at Cornell University; New York Urban League; Puerto Rican Forum, Inc.

The volume, through a series of reproduced questions administered in the study to low-wage workers, graphs self-images, ideas of the worker towards the organization, interest in job, wages, etc.

Thieblot, Armand J., Jr., and Fletcher, Linda Pickthorne
Negro Employment in Finance. Philadelphia, University of Pennsylvania Press, 1970. 198 pages.

Two authorities put psychological testing on the couch.
Business Management, vol. 33, no. 2, November 1967, pp. 36-40, 42,44.

U. S. Congress. Senate.
Equal Educational Opportunity: Hearings before the Select Committee on Equal Educational Opportunity of the U. S. Senate. Washington, D. C., April 21, 21, 27, 29; May 5 and 12, 1970.
Part 1-B - Equality of Educational Opportunity - Appendix. Washington, D. C., U. S. Government Printing Office, 1970. Pp. 415-741. Tables, facsimiles.

In Cheshire, Conn., a special busing program was set up in 1969-70 to help ghetto children. The California Achievement Test was being used to note differences before and after.

U. S. Dept. of Labor. Manpower Administration.
Low-income labor markets and urban manpower programs: a critical assessment. Washington, D. C., U. S. Government Printing Office, 1972. 45 pages. Tables. (Research and Development Findings no. 12.)

The low-income labor market; The Boston Manpower Program; Outreach

U. S. Dept. of the Navy. Office of Civilian Manpower Management. Career Management Division.
Matching social action programs with management needs; a manager's guide to the employment and development of the disadvantaged or underemployed, prepared by the Office of Civilian Manpower Management. Washington, D. C., U. S. Dept. of the Navy, January 1972. 30 + 12 pages. (OCMM Instr. 12300.1)

Page 18: High School Equivalency Test Program.

This is an excellent compilation of various kinds of set-ups which are organized to facilitate entry to work. Some of the programs described such as the Neighborhood Youth Corps or the Job Corps are well-known, but the author includes specific projects such as the Helper-to-Journeyman Program, the Shop Trainee Program, and general concepts like "Support to Self-Development.'

Appendix A gives the statistics for all the standard programs such as the information on which U. S. department administers it, the age range, and per cent paid by Federal agency.

U. S. General Accounting Office.
Efforts to employ disadvantaged persons in the federal government: Report to the Congress by the Comptroller General of the United States. Washington,

D. C., U. S. General Accounting Office, April 1972. 61 pages.

Walkup, Betsy
External study for post-secondary students: a brief annotated bibliography of recent publications. New York City, College Entrance Examination Board, Office of External-Study Programs, 1972. 26 pages.

A number of recent noteworthy studies, sources, and bibliographies are listed which have to do with nontraditional methods of academic study, such as by correspondence, equivalency examination, or other forms of adult education.

Weinstein, Burton
Remedial education in a work-training program. In Employment and Educational Services in the Mobilization for Youth Experience, edited by Harold H. Weissman. New York, Association Press, 1969. Pages 89-98.

Wilson, Michael
Merit systems: hiring the disadvantaged. Washington, D. C., Social Development Corporation, 1970. 14 pages.

WIN workers: the employer's view.
Manpower, vol. 4, no. 6, June 1972, pp. 30-32.

Discusses the performance of some 280 workers in Washington. Smaller settings seem to be better than large companies for WIN personnel.

VI — Citations of Related Interest

Bachman, Jerald G., Swayzer Green, Ilona D. Wirtanen.
Dropping out — problem or symptom? Volume III of Youth in Transition. Ann Arbor, Michigan, University of Michigan, Institute for Social Research, 1971. (Survey Research Center.) 250 pages. Diagrams.

Bachman, Jerald G.
The impact of family background and intelligence on tenth-grade boys. Volume II of Youth in Transition. Ann Arbor, Michigan, University of Michigan, Institute for Social Research, 1970. (Survey Research Center.) 289 pages. Tables. Diagrams. Questionnaires.

Benjamin, Helen C.
Employment testing and title VII: Bibliography. Selected References no. 141. Princeton, N. J., Princeton University, Industrial Relations Section, May 1968. 4 pages.

Blair, Philip M.
Job discrimination and education: an investment analysis; a case study of Mexican-Americans in Santa Clara County, Calif. New York, Praeger Publishers, 1972. (Praeger Special Studies in U. S. Economic and Social Development.) 250 pages. Tables. Diagrams.

Blaustein, Arthur I., and Geoffrey Faux
The star-spangled hustle: white power and black capitalism. Garden City, New York, Doubleday, 1972. 289 pages. Tables. (Foreword by Congressman Ronald V. Dellums.)

The course of events, the politics, legislation, history of the gradual erosion of the black capitalism concept.

Bloice, Carl
The black worker's future under American capitalism. Black Scholar, vol. 3, no. 9, May 1972, pp. 14-22.

The article traces the problems of black workers who get bounced when companies move to Asia or the South. The lowest-ranking workers are especially hit; conversely, black craftsmen make the best strides, especially in the big oil companies.

Botterbusch, Karl F., and Robert C. Droege
GATB (General Aptitude Test Battery) aptitude testing of the deaf: problems and possibilities. Journal of Employment Counseling, March 1972, vol. 9, pp. 14-19.

Burger, Henry G.
Ethno-lematics: evoking 'shy' Spanish-American pupils by cross-cultural mediation. Adolescent, vol. VII, no. 25, Spring 1972, pp. 61-76.

Bylund, H. Bruce
Social, cultural and educational factors associated with relative success

of Navajo high school graduates. Logan, Utah, Utah State University, January 1970. 41 pages +.

College Entrance Examination Board
A chance to go to college: a directory of 800 colleges that have special help for students from minorities and low-income families. Princeton, N. J. (P. O. Box 592), College Entrance Examination Board, 1972? 294 pages. ($3.00)

Comer, James P., M. D.
Beyond Black and White. New York, New York Times Company, 1972. 320 pages.

Court voids test over minority hiring.
New York Times, November 3, 1972, p. C-43.

In a very short but pertinent article, the idea of specially giving consideration in hiring to minorities was overturned as being unconstitutionally biased against majority groups. The test in question: "State Professional Careers Test."

Denman, Anne Smith
Cultural differences and attitudes toward employment. In The Social Sciences and Manpower Research. Published by Industrial Relations Center, Iowa State University, Ames, Iowa, 1969. Pages 83-94.

Duncan, Otis Dudley, David L. Featherman, and Beverly Duncan
Socioeconomic background and achievement. New York, Seminar Press, 1972.

Fendrich, James M.,
The returning black Vietnam-era veteran. Social Service Review, vol. 46, no. 1, March 1972, pp. 60-75.

The scene of the survey was Jacksonville, Florida, and 199 black vets were scrutinized. Of these, 35% were utilizing their new access to education while 46% were looking for work.

Ferguson, Jack, and David Grafstein
A Pilot Study of Urban Career Patterns. Boston, Mass., Northeastern University, Sociology and Anthropology Dept., 1968. 63 pages.

Fillenbaum, Gerda G.
Testing the older trainee. Industrial Gerontology, Winter 1972, pp. 47-49.

Fottler, Myron D., John E. Drotning, and David B. Lipsky
Reasons for employer non-participation in manpower training programs for the disadvantaged. Labor Law Journal, vol. 22, no. 11, November 1971, pp. 708-712.

Garcia, Angela B., and Barry J. Zimmerman
The effect of examiner ethnicity and language on the performance of bilingual Mexican-American first graders. Journal of Social Psychology, vol. 87, no. 1, June 1972, pp. 3-11.

Goldstein, Jon H.
The effectiveness of manpower training programs: a revised research on the impact on the poor; a staff study. Prepared for the Joint Economic Committee, U. S. Congress. Washington, D. C., U. S. Government Printing Office, 1972. 70 pages.

Greenhaus, Jeffrey H., and James F. Gavin
The relationship between expectancies and job behavior for white and black employees. Personnel Psychology, Autumn 1972, pp. 449-456.

Hacker, Andrew
Even in they can't read, they should have the vote. New York Times Magazine, April 18, 1965, p. 26.

Hammond, Boone
Jargon: the language of the ghetto. Pruitt-Igoe Project Occasional Paper no. 42. Presented at Washington University, at Ph.D. colloquium, Dept. of Sociology and Anthropology, May 1967. 17 pages.

Jones, James D., Edsel L. Erickson, and Ronald Crowell
Increasing the gap between whites and blacks. Education and Urban Society, vol. 4, no. 3, May 1972, pp. 339-349.

Juston, Neal
Mexican-American achievement hindered by culture conflict. Sociology and Social Research, July 1972, pp. 471-479.

Myers, Charles A.
The role of the private sector in manpower development. Baltimore and London, The Johns Hopkins Press, 1971. 101 pages. (Policy Studies in Employment and Welfare, no. 10.)

Chapter 3: Hiring and training the disadvantaged, pp. 24-50.

O'Leary, Virginia E.
The Hawthorne effect in reverse: trainee orientation for the hard-core unemployed woman. Journal of Applied Psychology, December 1972, pp. 491-494.

Ploski, Harry A., and Kaiser, Ernest, editors and compilers
Afro-U. S. A.: A Reference Work on the Black Experience. New York, Bellwether Publishing Co., 1971. 1110 pages. Bibliography, tables, charts, illustrations, maps.

Poussant, Alvin F.
Negro youth and psychological motivation. The Journal of Negro Education, vol. 37, no. 3, Summer 1968, pp. 241-251.

Protheroe, Donald Wesley
The Language Used by Children of Contrasting Socio-Economic Groups in Tasks Related to Concept Formation. Ph.D. dissertation. Detroit, Michigan, Wayne State University, 1967. 212 pages.

Quinn, Robert, B. D. Fine, and Teresa Levitin.
Turnover and training; a social-psychological study of disadvantaged workers. Ann Arbor, Michigan, The University of Michigan, Survey Research Center, September 1970. 161 pages + appendixes. Questionnaires.

Rodriguez, Armando
The necessity of bilingual education. Wilson Library Bulletin, vol. 44, no. 7, March 1970, pp. 724-730.

Roessner, J. David
Employment contexts and disadvantaged workers. Washington, D. C., Bureau of Social Science Research, 1971. 228 pages.

Shugar, Gershon J., and others
How to get into medical and dental school. New York, Arco Publishing Co., 1972. 106 pages. ($4)

There is a section which is helpful to the disadvantaged students and applicants from minority groups.

Sigel, Efrem, and Jonas, Gary F.
Metropolitan cooperation in education: the greater Boston case. Journal of Negro Education, vol. 39, no. 2, Spring 1970, pp. 148-157.

Sowell, Thomas
Black Education: myths and tragedies. New York, David McKay Company, Inc., 1972. 338 pages.

The book takes up the idea of the problems confronting the better-off Negroes who sometimes have a difficult time in college. There, they are compared to their detriment with definite hard-core ghetto students who are obviously disadvantaged, and with middle-class blacks, and are thus passed over for scholarship aid and special minority consideration.

Chapter 11: Race and Intelligence.

Culture fair tests discussed, page 275. "The disinterest of lower-income students when taking tests, and particularly their tendency to quit cold when confronted with a difficulty are well established..."

Sproule, Charles F., and Edgar L. Yost, compilers
Selected bibliography: Tests. Harrisburg, Pa., Commonwealth of Pennsylvania State Civil Service Commission, Division of Evaluation. February, 1968. 35 pages.

"This bibliography is intended as a training tool and a resource device for entry level, journeyman and advanced personnel analysts in the Penn. State Civil Service Commission's Bureau of Examinations."

There are sections on Measurement and Selection, Test Construction, The Oral Examination, and others.

Taylor, Stuart A.
The black executive and the corporation — a difficult fit. In Blacks: the roadblocks are still up! MBA, vol. 6, no. 4, January 1972.

Entire issue is on problems blacks have in employment.

U. S. Civil Service Commission. Bureau of Training, Training Systems and Technology Division.
Catalog of basic education systems. Washington, D. C., U. S. Government Printing Office, March 1971. 118 pages.

The book lists hundreds of companies who have as one of their lines remedial materials which can help people overcome basic educational deficiencies. The type of material — whether booklet, casette, activity cards, etc., is indicated, and the grade level to which it is slanted.

U. S. Civil Service Commission.
Preparing for the Federal Service Entrance Examination; sample questions and suggestions on how to do your best when you take the test. Prepared by the Bureau of Recruiting and Examining. Washington, D. C., U. S. Government Printing Office, 1970. 15 pages.

U. S. Dept. of Health, Education, and Welfare. Office of Education. Bureau of Educational Personnel Development.
Do teachers make a difference? - a report on recent research on pupil achievment. Washington, D. C., U. S. Government Printing Office, 1970. iv + 181 pages.

U. S. Dept. of the Navy
An evaluation of methods for predicting job performance of personnelmen, by Patricia J. Thomas. San Diego, Calif., Naval Personnel and Training Research Laboratory, 1971. 12 pages.

What they tried to find out concerned what similarities could be found in pre-job tests in relation to job performance later, and also whether certain school tests taken by the navy men could be compared accurately with the 'personnelmen' ratings.

U. S. Office for Civil Rights.
Racial and ethnic enrollment data from institutions of higher education, Fall 1970. Washington, D. C., U. S. Office for Civil Rights, 1972. 208 pages.

Weaver, Charles N.
A comparative study of the job performance of Spanish-surnamed police officers in San Antonio, Texas. Phylon, 1st quarter (Spring) 1969, pp. 27-33.

"Many researchers have sought to explain why the acculturation of Mexican Americans has been slow. One explanation is that the lack of preparation of Mexican Americans prevents them from securing good jobs. Their lack of preparation has been traced to a language handicap. Another barrier is thought to be their lack of knowledge of the ways of securing employment." — page 28.

Williams, Frederick
Language and poverty. Urban and Social Change Review, vol. 3, no. 1, Fall 1969, pages 14-16.

Wilson, Alan B.
Residential segregation of social classes and aspirations of high school

boys. American Sociological Review, vol. 24, December 1959, pp. 836-845.

Three types of socio-economic clases of boys were examined as to their aspirations in the cities of San Francisco and Oakland.

Wolkow, George H.
African identity of the Negro American and achievement. Journal of Social Issues, vol. 27, no. 4, 1971, pp. 199-211.

Zigler, Edward, and Butterfield, Earl C.
Motivational aspects of changes in IQ test performance of culturally deprived nursery school children. Child Development, vol. 39, no. 1, March 1968, pp. 1-14.